

CONFIDENTIAL

15 September 1977

MEMORANDUM FOR: Chief, Information Services Staff

FROM : Charles A. Briggs  
DDO Information Review Officer

SUBJECT : Appreciation

B.U.

1. As you know well, on September 19th, I turn over responsibility for release or denial of DDO documents under the Freedom of Information and Privacy Acts. The experience has been both frustrating and challenging, epitomizing the issues in transition from a totally classified past to a new intelligence environment yet to be defined. The tension in law between protection of sources and methods and more open government was apparent, daily, to those involved; good case law was made as we sought to adhere to both principles and to regain, through this process, some credibility for the Agency.

2. I've tried in the past to convey my appreciation for the truly magnificent support I got from what is now the Privacy and Information Action Group, through recommendations for the Unit Citation subsequently awarded by the DCI, through QSI's and promotions, and through personal comment. All have worked long hard hours and all, those now in PIAG and those who have left, deserve credit for their professional efforts in this arena; I want to express my thanks to you for the assistance your people gave to me as the DDO Information Review Officer.

3. At the risk of being unfair to some who are more recent arrivals, I want to express particular and very personal thanks to [redacted]

4. My debt to Fred Randall [redacted] has been made a matter of record on several occasions. Let me just note here that any supervisor who has had the kind of qualitative backing that those two gentlemen gave me is fortunate indeed.

For OPF, Randall, Frederick

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5. In addition to the PIAG crowd, [redacted] people have had the endless and repetitive job of searching the CHAOS files and helping me deal with that most sensitive aspect of past history. Please express my thanks to them and, most particularly, to [redacted] himself.

6. Finally, let me make special note of the contributions from [redacted] and the retired officers handling the OSS records requests. Their particular expertise was a welcome addition to the staff support received.

7. I'm sure all will give [redacted] in his new role, the same high quality support that they gave to me. To state the obvious, although the win record is quite good, the race is still on.

[redacted]  
Charles A. Briggs

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**SECRET**  
(When Filled In)

<b>DOF</b>		<b>REQUEST FOR PERSONNEL ACTION</b>			DATE PREPARED 17 MAY 1976			
1 SERIAL NUMBER 012170	2 NAME (Last-First-Middle) RASSALL, FREDERICK G.							
3 NATURE OF PERSONNEL ACTION PROMOTION <i>Change of Functional Category</i>			4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 05 23 76	5 CATEGORY OF EMPLOYMENT REGULAR				
6 FUNDS X V TO V O TO V	V TO O O TO O	7. FAN AND NSCA		8 LEGAL AUTHORITY (Completed by Office of Personnel)				
9. ORGANIZATIONAL DESIGNATIONS DDO/SERVICES STAFF OFFICE OF THE CHIEF, SERVICES STAFF OFFICE OF THE CHIEF			10 LOCATION OF OFFICIAL STATION WASHINGTON, D.C.					
11. POSITION TITLE OPS <del>OPERATIONS OFFICER SAS</del>			12 POSITION NUMBER	13. CAREER SERVICE DESIGNATION				
14. CLASSIFICATION SCHEDULE (GS, LB, IN.) GS		15 OCCUPATIONAL SERIES (15)	16 GRADE AND STEP 15 06	17 SALARY OR RATE \$ <del>36529</del> 36529				
18. REMARKS psi due same date								
19A. SIGNATURE OF RECLASSIFYING OFFICER		DATE SIGNED 17 May 76	19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED 5/18/76			
C/SS/Personnel SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL								
19. ACTION CODE	20 EMPLOY. CODE	21 OFFICE CODING ALPHABETIC	22 STATION CODE	23 INTEGRITY CODE	24 NOTES CODE	25 DATE OF BIRTH MO DA YR 05 23 76	26 DATE OF GRADE MO DA YR 05 23 76	27 DATE OF LEI MO DA YR 05 23 76
28 DATE EXPIRES MO DA YR	29 SPECIAL REFERENCE	30 FUTURE DATA 1-PS 2-LES 3-FVA 4-DOB	31 SEPARATION DATA CODE	32 CORRECTION/RECALLATION DATA TYPE MO DA YR EOD DATA →		33 SECURITY REQ. NO	34 SER	
35. NET PREFERENCE CODE 0-None 1-1 YR 2-10 YR	36 SERV. CATER DATE MO DA YR	37 LONG SERV. SERV. MO DA YR	38 CAREER CATEGORY LAB/REG/PROV/TEMP	39 FEDERAL HEALTH INSURANCE CODE CODE 0-NATIVE 1-REG 2-REG/JOPT 3-INELIGIBLE	40 SOCIAL SECURITY NO			
41 PREVIOUS FEDERAL GOVERNMENT SERVICE CODE 0-NO PREVIOUS SERVICE 1-NO BREAK IN SERVICE 2-BREAK IN SERVICE (LESS THAN 3 YEARS) 3-BREAK IN SERVICE (MORE THAN 3 YEARS)		42 LEAVE CAT. CODE	43 FEDERAL TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1-YES 2-NO		44 STATE TAX DATA FORM EXECUTED CODE NO TAX EXEMPTIONS 1-YES 2-NO	45 POSITION CONTROL CERTIFICATION		
45 POSITION CONTROL CERTIFICATION 05-19-76			46 C.P. APPROVAL 21 MAY 1976		DATE APPROVED 05/21/76			

FORM 1152 USE PREVIOUS EDITION

SECRET

E 2, IMPDET CL. BY: 007522 (10)

CONFIDENTIAL

12 February 1976

MEMORANDUM FOR: Chairman, DDO Evaluation Board

THROUGH: C/OG

SUBJECT: Promotion Recommendation - Frederick C. Randall to GS-15

1. This memorandum constitutes a formal recommendation that Fred Randall, GS-14/8, now Chief of the DDO Privacy Information (DDO/PIC) unit in Services Staff, be promoted to GS-15. The position calls for that grade.

2. Mr. Randall is 49 years of age; entered on duty in CIA in September 1951 as a GS-7 assigned to OSO/FDZ. He is married; has four children, served briefly in the Air Force (1945-46); has an AB in Government, an AM in Foreign Affairs, and was a PhD candidate in International Relations. His Agency service was in FE from 1953 to 1965, including overseas tours in [redacted] in DOD/FRD from 1965 to March 1975, including 2 years in the DC field office; his current assignment dates from 16 March 75. His date of grade is June 1967.

3. The specifics of Mr. Randall's current assignment and all the superlatives about it I have just recounted in a fitness report which I prepared today, as well as in a QSI recommendation (approved) of October 1975 and an out-of-cycle promotion recommendation dated 8 August 1975. I rate his performance Outstanding and refer the reader(s) to the reports cited for details. I would note here that Mr. Randall changed his home base and functional category in November of 1975 and was rated number 1 of 4 Category C nominees from this Staff by all four members of the SS Panel. I would note further that when I submitted my August 75 out-of-cycle promotion recommendation, Mr. Randall's career designation was B/OG; given his personal circumstances the DDO suggested that Randall change his career designation to become more competitive "and have an excellent chance on the next go round." The QSI suggestion then resulted.

4. As the individual responsible for releasing or denying thousands of DDO documents in response to FOIA requests, and subsequently answering for DDO decisions in affidavits and court depositions, I know how well Fred does his work and how richly he deserves this promotion to GS-15.

[redacted]  
Charles A. Briggs  
Chief, Services Staff

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DECL BY 011078 E2 IMPDET

EYES ONLY

SECRET

(When Filled In)

SPEED LETTER	REPLY REQUESTED	DATE 15 September 1975
	YES <input type="checkbox"/> NO <input type="checkbox"/>	LETTER NO.
TO : DDO	FROM: <i>eat</i> Chief, Services Staff	
ATTN:		
SUBJECT: One-Time Reclaim - Requested Randall Promotion		
<p>As you know, OB is not reticent about expressing his views, and in the informal career development world, Fred had had it in FRD. I've known OB fairly well and respect his candor and professionalism; we just worked very well together on the GS-16/17 Panel, with an interestingly identical philosophy. Fred's performance did not satisfy OB, and his Fitness Reports reflect that fact. It does not surprise me, since Fred had been in FR from 1970-1975, that his Fitness Reports for the past years would put him in a neutral middle, or even low middle, ranking among B/O's officers. But that's yesterday.</p> <p>Today, as I tried to say strongly in my 8 August memo, my view of his work is that it is <u>Outstanding</u>--and I don't so rate many officers. I would hope his present work could stand on its own merit, and project forward, expecting FOIA to be a way of life in the DDO with all the management challenge, and headache, that poses. His present and future peer competition should be with the A/C crowd, not the B/O's group--if that hurdle is determining.</p> <p>At the risk of being irritating, I feel bound to state his case in what I consider the appropriate competitive environment, to avoid an out-of-cycle suggestion doing mischief to the system. Any hope?</p>		
REPLY	DATE	
SIGNATURE		
RETURN TO ORIGINATOR		

EYES ONLY

SECRET

FORM 1831

**SECRET**  
(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED					
1. SERIAL NUMBER <b>012170</b>						2. NAME (Last-First-Initial) <b>Randall, Frederick</b>					
3. NATURE OF PERSONNEL ACTION <b>Reassignment - Correction</b>						4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR <b>11 21 73</b>			5. CATEGORY OF EMPLOYMENT <b>Regular</b>		
6. FUNDS		XX <input checked="" type="checkbox"/> V TO V		<input type="checkbox"/> V TO G		7. FAN AND NSCA			8. LEGAL AUTHORITY (Completed by Office of Personnel)		
<input type="checkbox"/> G TO V		<input type="checkbox"/> G TO G									
9. ORGANIZATIONAL DESIGNATIONS <b>DDO/FR Division Branch III</b>						10. LOCATION OF OFFICIAL STATION <b>Wash DC</b>					
11. POSITION TITLE <b>Ops Officer - CH</b>						12. POSITION NUMBER			13. CAREER SERVICE DESIGNATION		
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) <b>GS</b>						15. OCCUPATIONAL SERIES			16. GRADE AND STEP <b>14 7</b>		
17. SALARY OR RATE <b>\$ 29095</b>						18. REMARKS <b>This action corrects the original action where Item 7, Fan and NSCA was listed incorrectly.</b>					
DATE SIGNED <i>Per [Signature]</i>						DATE SIGNED <i>8 Jan 74</i>			FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL		
19. AGENCY CODE	20. CATEGORY CODE	21. OFFICE CODES		22. STATION CODE	23. INTENSE CODE	24. NUMBER CODE	25. DATE OF ENTRY	26. DATE OF GRACE	27. DATE OF LST		
28. GSI SYMBOLS		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. COLLECTION CANCELLATION DATE		33. SECURITY REG NO	
						<b>37</b>		<b>11 21 73</b>		EOD DATA →	
34. PAY PERIODS		35. LEAVE COMP DATE		36. LEAVE COMP DATE		37. TABLE CATEGORY		38. HEALTH INSURANCE		39. SOCIAL SECURITY NO	
40. PERSONNEL NUMBER				41. STAFF CAT		42. EMPLOYMENT CODE		43. PAYMENT DATE		44. PAYMENT DATE	
45. PERSONNEL NUMBER						46. ADDRESS			DATE APPROVED		

**SECRET**

FORM 100-100-100-100

S-E-C-R-E-T

119-3715

FR 73-228  
6 JUN 1973

MEMORANDUM FOR: Deputy Director for Operations  
SUBJECT : Appointment of Mr. Frederick C. Randall  
as Chief, Branch III, Foreign Resources  
Division

1. The appointment of Mr. Frederick C. Randall as Chief, Branch III, Foreign Resources Division, effective on or about 11 June 1973, is recommended.

2. Mr. Randall has been an employee of the Agency since September 1951 and is presently assigned to Branch II, Foreign Resources Division, as the Desk Officer in support of [redacted] A copy of his biographic profile and the last two fitness reports are attached.

*W. L. O'Brien*  
Walter L. O'Brien  
Chief  
Foreign Resources Division

Attachments:

1. Biographic Profile (Parts 1 and 2)
2. Fitness Reports (2)

The recommendation in paragraph 1 is APPROVED:

[redacted]

erations

*16 July 1973*  
\_\_\_\_\_  
(Date)

S-E-C-R-E-T

[redacted]

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8 August 1975

MEMORANDUM FOR: Deputy Director for Operations

SUBJECT: Out-of-Sequence Promotion Recommendation:  
Fred Randall

1. We've spoken of the need to look further at both Agency and DDO implications of the Freedom of Information Act and, now, the Privacy Act, including the increased number of appeals and litigation cases, and of the logic of collecting a coterie of deponents or affiants to take some of the load off of both you and me. The grade level of the appeals officers and the deponents must include 14's and 15's, to incorporate the necessary clout with the divisions and judgment vis-a-vis release of information to the outside world.

2. Fred is a GS-14/7. He had just come to me at the time of the last GS-15 panel exercise and had not been recommended for promotion by FRD. I consider his performance over the past 6 months to have been Outstanding. He is head and shoulders above the other directorates' FIOs; I have considerable laudatory testimony from OGC, OLC, O/DDA and within the DDO as to his professionalism, tact, persuasiveness, analytic skills and realistic, while tough-minded, protection of DDO sources and methods. This includes occasional arm-wrestling with DDO branch/division/staff chiefs, OGC and OLC lawyers, FBI contacts and others above his current grade level.

3. I have discussed this proposed out-of-cycle promotion recommendation to GS-15 with Ev, who, in turn, has mentioned it to Gordon. The return signals I got sounded positive.

4. I do, therefore, recommend that you approve Fred's promotion to GS-15, effective as soon as the action can be cut.

/s/ Charles A. Briggs

Charles A. Briggs  
Chief, Services Staff

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17 NOV 1973

MEMORANDUM FOR: Frederick Randall  
SUBJECT : Quality Step Increase

1. My congratulations on the award to you of a Quality Step Increase. This award is in recognition of superior sustained performance and reflects great credit on you and the job you have been doing.

2. I am confident that your future performance will be of continuing high quality.

With personal best wishes,

  
William E. Nelson  
Deputy Director for Operations

*My congratulations too. I know how well deserved this is. It is also symbolic of an excellence of your group as a whole and your leadership of them.*

*Charles W. [Signature]*

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COE 3-75  
11-3-75

SECRET  
(When Filled In)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED 9 October 1975	
1 SERIAL NUMBER 012170		2 NAME (Last-First-Middle) RANDALL FREDERICK			
3 NATURE OF PERSONNEL ACTION REASSIGNMENT - CHANGE OF HOME BASE AND CAREER CATEGORY			4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 12 01 75		5 CATEGORY OF EMPLOYMENT REGULAR
6 FUNDS X V TO V CF TO V		7 FAN AND NSCA		8 LEGAL AUTHORITY (Completed by Office of Personnel)	
9 ORGANIZATIONAL DESIGNATIONS DDO/ <del>SS/</del> SS OFFICE OF THE CHIEF SERVICES STAFF OFFICE OF THE CHIEF			10 LOCATION OF OFFICIAL STATION WASH., D.C.		
11 POSITION TITLE OPS OPERATIONS OFFICER SAS (15)		12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION		
14 CLASSIFICATION SCHEDULE (GS, EA, etc.) GS		15 OCCUPATIONAL SERIES	16 GRADE AND STEP 14 7 8	17 SALARY OR RATE \$ 30,000 33126	
18 REMARKS I agree to change my home base and career category from "MG" to "AC" CONCUR: [Signature] 11/28/75 [Signature] Frederick Randall 9/10/75 EA/PERS. DATE					
		DATE SIGNED 12/01/75	16a SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED
AC/SS/PERS: SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL DDO/CA/14					
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODES	22 STATION CODE	23 INTEGRAL CODE	24 RESIDENCE CODE
25 DATE OF BIRTH	26 DATE OF GAIN	27 DATE OF LEI	28	29	30
28 NET EXPENSE	29 SPECIAL REFERENCE	30 RETIREMENT DATA	31 SEPARATION DATA CODE	32 CORRECTION/LABELLING DATA	33 SALARY RTO-NO
34 VET PRESENT	35 VET COMP DATE	36 VET LOAN COMP DATE	37 LEADER CATEGORY	38 HEALTH INSURANCE	39 SOCIAL SECURITY NO
40 PERIODS (PREVIOUS GOVERNMENT SERVICE)	41 LEAVE (AF)	42 FEDERAL TAX DATA	43	44	45
46 POSITION CONTROL CERTIFICATION 12-1-75	47 O.P. APPROVAL	48 DATE APPROVED	49	50	51

SECRET

U.S. GOVERNMENT PRINTING OFFICE: 1975

14-00000

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ATTACHMENT B

MEMORANDUM FOR: Frederick Randall

SUBJECT : Acknowledgment of Evaluation Board  
Career Category

REFERENCE : Evaluation Board Precepts for Your Grade

1. Based upon an examination of your assignments and duties, and after considering likely future assignments, you have been placed in the following career category for Evaluation Board purposes. Precise definitions of the categories are contained in the Evaluation Board precepts for your grade.

CATEGORY           C          

2. If you believe that you have not been placed in the correct category because the substantive content of your job more closely approximates another category or because you have made a permanent change of career track; please take the matter up through your command channel to secure the concurrence of your Home Base component to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Group.

3. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.

4. Please sign and date this notification in the space provided and return it to your Home Base component through command channels.

ACKNOWLEDGED:

Frederick P. Randall  
Signature of Addressee

9 Oct 1975  
Date

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SECRET  
(When Filled In)

<b>REQUEST FOR PERSONNEL ACTION</b>					DATE PREPARED 7 May 1975	
1. SERIAL NUMBER 012170		2. NAME (Last-First-Middle) RANDALL FREDERICK				
3. NATURE OF PERSONNEL ACTION CHANGE OF FAN <del>NUMBER</del>			4. EFFECTIVE DATE (ROUTED) MONTH DAY YEAR 05 08 75		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS <input checked="" type="checkbox"/> V TO V <input type="checkbox"/> CF TO V		7. FAN AND RECA 1		8. LEGAL AUTHORITY (Completed by Office of Personnel)		
9. ORGANIZATIONAL DESIGNATIONS DDO/SERVICES STAFF OFFICE OF THE CHIEF, SERVICES STAFF OFFICE OF THE CHIEF			10. LOCATION OF OFFICIAL STATION WASH., D.C.			
11. POSITION TITLE OPS OFFICER <sup>5</sup> SAS			12. POSITION NUMBER (15)		13. CAREER SERVICE DESIGNATION	
14. CLASSIFICATION SCHEDULE (GS, FS, etc.) GS		15. OCCUPATIONAL SERIES		16. GRADE AND STEP 14 7		17. SALARY OR RATE \$ 30699
18. REMARKS						
DATE SIGNED 8 May 75			SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED 5/8/75	
C/SS/PERS SPACE BELOW FOR EXCLUSIVE USE						
19. METHOD CODE	20. EMPLOY. CODE	21. OFFICE CODING NUMBER	22. STATION CODE	23. EMPLOY. CODE	24. POST NO.	25. DATE OF BIRTH MO DA YR
26. DATE OF BIRTH MO DA YR	27. DATE OF GRADE MO DA YR	28. DATE OF 1ST MO DA YR	29. SPECIAL REFERENCE	30. RETIREMENT DATA	31. SEPARATION DATA	32. SECURITY ETD NO.
33. YET PREFERENCE CODE	34. SERV COMP DATA	35. LEAVE COMP DATA	36. EMPLOY. CODE	37. HEALTHY HIS CODE	38. SOCIAL SECURITY NO.	
39. FEDERAL GOVERNMENT SERVICE		40. LEAVE CAT	41. ADDRESS THE DA	42. STATE THE DA	43. FORM EXECUTED	44. STATE
45. POSITION CONTROL IDENTIFICATION		46. DATE APPROVED 5/12/75		47. DATE APPROVED 5/12/75		

FORM 1131

SECRET

CLASSIFIED BY [ ]

[ ]

pa  
3-18-75

SECRET  
(When Filled In)

<b>REQUEST FOR PERSONNEL ACTION</b>						DATE PREPARED 4 March 1975	
1 SERIAL NUMBER 012170		2 NAME (Last-First-Middle) RANDALL FREDERICK					
3 NATURE OF PERSONNEL ACTION REASSIGNMENT			4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 03 16 75		5 CATEGORY OF EMPLOYMENT REGULAR		
6 FUNDS X V TO V CF TO V		7 FAN AND NSCA		8 LEGAL AUTHORITY (Completed by Office of Personnel)			
9 ORGANIZATIONAL DESIGNATIONS DDO/SERVICES STAFF OFFICE OF THE CHIEF, SERVICES STAFF OFFICE OF THE CHIEF				10 LOCATION OF OFFICIAL STATION WASH., D.C.			
11 POSITION TITLE OPERATIONS OFFICER SAS (15)			12 POSITION NUMBER		13 CAREER SERVICE DESIGNATION		
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS		15 OCCUPATIONAL SERIES		16 GRADE AND STEP 14 7		17 SALARY OR RATE \$ 30,699	
18 REMARKS FROM: DDO/FR DIVISION/BRANCH III CONCUR [redacted] (telecon/4 Mar 75) CONCUR [redacted] (telecon 4/3/ 5) EA Division FR Division cc to payroll security							
19A SIGNATURE OF REQUESTING OFFICIAL				DATE SIGNED 5 Mar 75		DATE SIGNED 9/7/75	
C/S/S/SE/PERS SPACE BELOW FOR EXCLUSIVE USE							
19 ACTION CODE		20 EMPLOY CODE		21 OFFICE CODE		22 STATION CODE	
23 DATE OF BIRTH		24 DATE OF GRADE		25 DATE OF LET			
26 RETIREMENT DATA		27 SEPARATION DATA		28 CONNECTION (ANNULMENT) DATA		29 EOD DATA	
30 NET POSITION		31 EMP CODE		32 CAREER CATEGORY		33 HEALTH INSURANCE	
34 PERSONNEL CONTROL		35 STAFF CODE		36 REGIONAL DATA		37 STATE DATA	
38 CLASSIFICATION		39 STAFF CODE		40 STAFF CODE		41 STAFF CODE	

SECRET

U.S. GOVERNMENT PRINTING OFFICE: 1975

SECRET  
(When Filled In)

<b>REQUEST FOR PERSONNEL ACTION</b>		DATE PREPARED <b>20 November 1973</b>	
1. SERIAL NUMBER <b>012170</b>	2. NAME (Last-First-Middle) <b>Randall, Frederick</b>		
3. NATURE OF PERSONNEL ACTION <b>Reassignment</b>	4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR <b>11 21 73</b>		5. CATEGORY OF EMPLOYMENT <b>Regular</b>
	6. FUNDS XX V TO V OF TO V		8. LEGAL AUTHORITY (Completed by Office of Personnel)
9. ORGANIZATIONAL DESIGNATIONS <b>DDO/FR Division Branch III</b>		10. LOCATION OF OFFICIAL STATION <b>Washington D.C.</b>	
11. POSITION TITLE <b>Ops Officer Ch (15)</b>		12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) <b>GS</b>	15. OCCUPATIONAL SERIES	16. GRADE AND STEP <b>14 7</b>	17. SALARY OR RATE <b>\$ 29,095</b>
18. REMARKS <b>From: DDO/FRD/Br II/0393</b>			

DATE SIGNED <b>20 Nov 73</b> Pers	DATE SIGNED <b>20 Nov 73</b>
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SPACE BELOW ICGS EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	23. EMPLOY CODE	24. SPECIAL CODES	25. STATION CODE	26. INTEREST CODE	28. REPORT CODE	29. DATE OF BIRTH	30. DATE OF BIRTH	31. DATE OF LEI
						MO DA YR	MO DA YR	MO DA YR
32. EMP CODE	33. SPECIAL EMPLOYMENT	34. RETIREMENT DATA	35. SEPARATION DATA	36. CLASSIFICATION CALCULATION DATA	ICGS DATA →			37. SECURITY
								CLASS. CODE
38. PAY POSITION	39. PAY BAND	40. PAY BAND	41. PAY BAND	42. PAY BAND	43. PAY BAND	44. PAY BAND	45. PAY BAND	46. SOCIAL SECURITY NO.
47. PERIODIC REVIEW INFORMATION				48. OTHER DATA				49. SOCIAL SECURITY NO.
47. PERIODIC REVIEW INFORMATION				48. OTHER DATA				49. SOCIAL SECURITY NO.
47. PERIODIC REVIEW INFORMATION				48. OTHER DATA				49. SOCIAL SECURITY NO.

6/13/73

SECRET  
(When Filled In)

<b>REQUEST FOR PERSONNEL ACTION</b>				DATE PREPARED 12 June 1973	
1. SERIAL NUMBER 012170		2. NAME (Last-First-Middle) Randall, Frederick			
3. NATURE OF PERSONNEL ACTION Reassignment and Delegation of NSCA			4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 06 13 73		5. CATEGORY OF EMPLOYMENT Regular
6. FUNDS XX V TO V CF TO V		7. FAN AND NSCA		8. LEGAL AUTHORITY (Completed by Office of Personnel)	
9. ORGANIZATIONAL DESIGNATIONS DDO/FR Division Branch II			10. LOCATION OF OFFICIAL STATION Washington D.C.		
11. POSITION TITLE Ops Officer, Ch (15)			12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION
14. CLASSIFICATION SCHEDULE (GS, LS, etc.) GS		15. OCCUPATIONAL SERIES	16. GRADE AND STEP 14 7		17. SALARY OR RATE \$ 27,708
18. REMARKS HOMEBASE: EA Replacing: Curtis Glenn, to be reassigned					

DATE SIGNED 6/13/73		DATE SIGNED 6-13-73	
------------------------	--	------------------------	--

SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING	22. STATION CODE	23. INTEREST CODE	24. RIGHTS CODE	25. DATE OF BIRTH	26. DATE OF GRADE	27. DATE OF LES
28. NET EXPENSE	29. SPECIAL DEFERRED	30. RETIREMENT DATA	31. SEPARATION DATA CODE	32. CORRECTION, CANCELLATION DATA	EOD DATA		33. SECURITY FIG NO	34. SEX
35. NET DEFERMENT	36. NET COMP DATE	37. LEAVE COMP DATE	38. CAREER CATEGORY	39. HEALTH INSURANCE	SOCIAL SECURITY NO			
41. PENSION (OPTIONAL CONTRIBUTION) SERVICE			42. LEAVE CAT CODE	43. FEDERAL TAX DATA	STATE TAX DATA			
44. POSITION CONTROL INFORMATION			45. OTHER APPROVAL	DATE APPROVED				

1152 USE PREVIOUS EDITIONS

SECRET

12 (MPO) 01 81 001A22

SECRET

(When filled in)

REQUEST FOR PERSONNEL ACTION				DATE PREPARED			
1 SERIAL NUMBER 012170 ✓				2 NAME (Last-First-Middle) RANDALL, FREDERICK Q. ✓			
3 NATURE OF PERSONNEL ACTION TRANSFER OF FUNDS AND REASSIGNMENT + transfer				4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 01 11 69		5 CATEGORY OF EMPLOYMENT REGULAR	
6 FUNDS XX		7 FINANCIAL ANALYSIS NO. CHARGEABLE		8 LEGAL AUTHORITY (Completed by Office of Personnel)			
9 ORGANIZATIONAL DESIGNATIONS DDP/DOD <del>DDP/DO</del> INTELLIGENCE OPERATIONS GROUP				10 LOCATION OF OFFICIAL STATION WASHINGTON, D. C.			
11 POSITION TITLE OPS OFFICER (14)				12 POSITION NUMBER		13 CAREER SERVICE DESIGNATION	
14 CLASSIFICATION SCHEDULE (GS, FS, etc.) GS		15 OCCUPATIONAL SERIES		16 GRADE AND STEP 14 (5)		17 SALARY OR RATE \$ 21,003 ✓	
18 REMARKS FROM DO POSITION NO. [ ] * HB - FE  Security Personnel Granted by Pers. Sec. 12/14/69 JFK 12/29/69							
19A SIGNATURE OF REASSIGNING OFFICIAL Virginia C. Lynch, C/DO/Pers. & Trng.				DATE SIGNED 16 Dec 69		19B SIGNATURE OF CAREER SERVICE APPROVING OFFICER	
						DATE SIGNED 12/23	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE							
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC ALPHABETIC	22 STATION CODE	23 INTEREST CODE	24 HOURS CODE	25 DATE OF BIRTH MO DA YR	26 DATE OF GRADE MO DA YR
27 DATE OF LEI MO DA YR	28 SPECIAL RESERVE	29 RETIREMENT DATA CODE	30 SEPARATION DATA CODE	31 CORRECTION CANCELLATION DATA TYPE	32 SECURITY EEO NO	33 SECURITY EEO NO	34 SER
35 VET PRESENT	36 SERV LEAVE DATE	37 LEAVE FUND DATE	38 CAREER CATEGORY CODE	39 FEEDBACK INSURANCE CODE	40 SOCIAL SECURITY NO		
41 PAY POINT (EXCEPT COMPENSATION SERVICE)	42 LEAVE (AL) CODE	43 FINANCIAL TAX DATA FORM EXECUTED 1-69 2-69	44 FINANCIAL TAX DATA FORM EXECUTED 1-69 2-69	45 HEALTH INSURANCE FORM EXECUTED 1-69 2-69	46 STATE TAX DATA FORM EXECUTED 1-69 2-69		
47 POSITION CONTROL CLASSIFICATION				48 C.P. APPROVAL		DATE APPROVED	

FORM 1157

USE PREVIOUS EDITION

SECRET

 FORM 1157  
 USE PREVIOUS EDITION  
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(When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED	
1. SERIAL NUMBER 012170						2. NAME (Last-First-Middle) RANDALL FREDERICK	
3. NATURE OF PERSONNEL ACTION REASSIGNMENT				4. EFFECTIVE DATE REQUESTED MONTH DAY YEAR 10 08 67		5. CATEGORY OF EMPLOYMENT REGULAR	
6. FUNDS		V TO V CF TO V		V TO CF CF TO CF		7. FINANCIAL ANALYSIS NO. CHARGEABLE	
9. ORGANIZATIONAL DESIGNATIONS DND/DOD US FIELD INTELLIGENCE OPERATIONS GROUP WASHINGTON BASE				10. LOCATION OF OFFICIAL STATION WASHINGTON, D.C.			
11. POSITION TITLE OPS OFFICER GS-14				12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION	
14. CLASSIFICATION SCHEDULE (GS, LP, etc.) GS		15. OCCUPATIONAL SERIES		16. GRADE AND STEP 14 4		17. SALARY OR RATE \$ 16675	
18. REMARKS T/O change							
19A. SIGNATURE OF REQUESTING OFFICER Virginia G. Lynch, C/DO Pers. & Training				DATE SIGNED		19B. SIGNATURE OF CAREER SERVICE ASSIGNING OFFICER	
DATE SIGNED							
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19 ACTION CODE		20 EMPLOY CODE		21 OFFICE CODING		22 STATION CODE	
23 INTELE CODE		24 MODS CODE		25 DATE OF BIRTH		26 DATE OF GRADE	
27 DATE OF LEI		28 SPECIAL REFERENCE		29 RETIREMENT DATA		30 SEPARATION DATA CODE	
31 CORRECTION CANCELLATION DATA		32 SECURITY REQ NO		33 SEX		34 SECURITY NO	
35 PAY PREFERENCE		36 LEAVE COMP DATA		37 LONG COMP DATE		38 CAREER CATEGORY	
39 FEET HEALTH REQUIREMENT		40 SOCIAL SECURITY NO		41 PREVIOUS CIVILIAN GOVERNMENT SERVICE		42 LEAVE LAY CODE	
43 FEDERAL PAY DATA		44 STATE PAY DATA		45 FEDERAL EMPLOY CODE		46 STATE EMPLOY CODE	
47 FEDERAL EMPLOY CODE		48 STATE EMPLOY CODE		49 FEDERAL EMPLOY CODE		50 STATE EMPLOY CODE	
51 POSITION CONTROL CERTIFICATION				52 APPROVAL			
53 APPROVAL				DATE APPROVED			

SECRET

FORMS (USE PREVIOUS EDITIONS)

**SECRET**  
(When Filled In)

<b>REQUEST FOR PERSONNEL ACTION</b>						DATE PREPARED 25 May 1967	
1 SERIAL NUMBER 012170		2 NAME (Last-First-Middle) RANDALL FREDERICK					
3 NATURE OF PERSONNEL ACTION PROMOTION				4 EFFECTIVE DATE REQUESTED MONTH: 06 DAY: 04 YEAR: 67		5 CATEGORY OF EMPLOYMENT REGULAR	
6 FUNDS		7 FINANCIAL ANALYSIS NO. CHARGEABLE		8 LEGAL AUTHORITY (Completed by Office of Personnel)			
9 ORGANIZATIONAL DESIGNATIONS DDP/DOD US FIELD		10. LOCATION OF OFFICIAL STATION WASH., D.C.					
11. POSITION TITLE OPS OFFICER SAT (15)				12 POSITION NUMBER		13 CAREER SERVICE DESIGNATION	
14 CLASSIFICATION SCHEDULE (GS, LB, etc.) GS			15 OCCUPATIONAL SERIES		16 GRADE AND STEP 14 4		17. SALARY OR RATE \$ 16675
18 REMARKS From: DOD/ [ ] Ops Group/position no. 0218.  [ ] pending out.							
19A SIGNATURE OF REQUESTING OFFICIAL Virginia C. Lynch, C/DO Pers. & Training			DATE SIGNED 25 May 67		19B SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED 27 May 67
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL							
19 ACTION CODE		20 EMPLOY CODE		21 OFFICE CODE		22 STATION CODE	
23 INTGRT CODE		24 HOURS CODE		25 DATE OF BIRTH		26 DATE OF GRADE	
27 DATE OF LSI		28 WFL EMPRES		29 SPECIAL REFERENCE		30 RETIREMENT DATA	
31 SEPARATION DATA CODE		32 CORRECTION, CANCELLATION DATA		33 SECURITY REG NO		34 SEX	
35 PFI PREFERENCE		36 SER COMP DATE		37 LEAS COMP DATE		38 CAREER CATEGORY	
39 FEDERAL HEALTH INSURANCE		40 SOCIAL SECURITY NO		41 PREVIOUS CIVILIAN GOVERNMENT SERVICE		42 LEAVE LAC CODE	
43 FEDERAL TAX DATA		44 STATE TAX DATA		45 MONTANA CONTROL CERTIFICATION		46 APPROVAL	
47 FEDERAL TAX DATA		48 STATE TAX DATA		49 MONTANA CONTROL CERTIFICATION		50 APPROVAL	

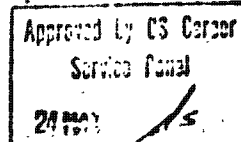
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FORM 1152 USE PREVIOUS EDITION

THIS FORM IS TO BE COMPLETED BY THE OFFICE OF PERSONNEL

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16 MAR 1967



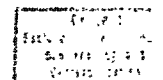
MEMORANDUM FOR: Chairman, Clandestine Services  
Career Service, Section A

SUBJECT : Frederick C. RANDALL, Recommendation for  
Promotion to GS-14

1. It is recommended that Frederick C. Randall be promoted from GS-13 to GS-14. Subject is 40 years old and began his Agency career in 1951. He has been a GS-13 since 1958. He entered on duty at the [redacted] (then [redacted] in August 1965.

2. Subject is responsible for [redacted] operational activity directed against FE Division targets. He replaced one GS-14 officer and one GS-13 officer who shared this responsibility before Subject's arrival. Since Subject's EOD [redacted] the tempo and quality of operations against FE targets has increased greatly. During the period before [redacted] 1966, positive intelligence reporting [redacted] handled by Subject [redacted] made significant contributions to WOFAC assessments [redacted] events. Reporting in recent months continues to be useful [redacted] and; in the case of [redacted], Subject has [redacted] to the point of being willing [redacted] to cover FE targets there. Subject has an encyclopedic knowledge of Asian history and current events, and his handling of [redacted] excellent sophistication, perception and maturity. He has been systematic in his exploitation of the total capabilities [redacted] and has not been content to limit himself to procurement of positive or operational intelligence from [redacted] countries. At the request of the [redacted] office, Subject has guided [redacted] into a close [redacted] the [redacted] has expressed its appreciation for Subject's professional handling of this and other cases in which he has

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-2-

been involved on its behalf. Subject has an excellent CE mind and a healthy scepticism at all stages of any operational situation. His analysis and handling of the [redacted] case is cited by way of demonstration of his willingness and ability to probe in painstaking fashion before committing the Agency; his careful [redacted] of [redacted] were key factors in the ultimate decision not to plunge ahead on this controversial case. His poise and tact in the development of the sensitive [redacted] operation has resulted in Agency [redacted]

[redacted] are extremely difficult. Subject is officially registered in the [redacted]

3. An examination of Subject's file shows that he has been recommended for promotion to GS-14 a total of seven times (four by FE Division and, with this request, three times by DO Division). Aside from the fact that he is definitely performing at the GS-14 level, we believe this to be an important factor to be considered in the present promotion request.

[redacted]  
RUDOLPH E. GOMEZ  
COB, WASHINGTON

APPROVAL RECOMMENDED

[redacted]  
GRIFF, DO DIVISION

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14 March 1967

MEMORANDUM FOR: Mr. Frederick Randall

SUBJECT : Notification of Designation as a Participant in the  
Organization Retirement and Disability System

Recent correspondence on the above subject informed you that I had determined that you met the criteria specified in the applicable regulation for designation as a participant in the Organization Retirement and Disability System. On the basis of this determination and your recently executed election to remain in the System, your designation as a participant was made effective 12 March 1967.

/s/  
Director of Personnel

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0-24 SECRET (When Filled In)

REQUEST FOR PERSONNEL ACTION						DATE PREPARED			
1 SERIAL NUMBER 012170						17 February 1967			
2 NAME (Last-First-Middle) RANDALL, FREDERICK									
3 NATURE OF PERSONNEL ACTION DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM				4 EFFECTIVE DATE REQUESTED MONTH DAY YEAR 03 12 67		5 CATEGORY OF EMPLOYMENT REGULAR			
6 FUNDS		7 FINANCIAL ANALYSIS NO CHARGEABLE		8 LEGAL AUTHORITY (Completed by Office of Personnel) PL 88-648 Sect. 203					
9 ORGANIZATIONAL DESIGNATIONS DDP/DOD		10 LOCATION OF OFFICIAL STATION WASHINGTON, D.C.							
11 POSITION TITLE			12 POSITION NUMBER		13 CAREER SERVICE DESIGNATION D				
14 CLASSIFICATION SCHEDULE (GS, Z.B. etc.)		15 OCCUPATIONAL SERIES		16 GRADE AND STEP 13		17 SALARY OR RATE 5			
18 REMARKS EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION.									
18A SIGNATURE OF REQUESTING OFFICIAL			DATE SIGNED		18B SIGNATURE OF CAREER SERVICE APPROVING OFFICER		DATE SIGNED		
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODES NUMERIC ALPHABETIC		22 STATION CODE	23 INTERCISE CODE	24 HOURS CODE	25 DATE OF BIRTH MO. DA. YR.	26 DATE OF GRADE MO. DA. YR.	27 DATE OF LEI MO. DA. YR.
28 SITE EXPIRES MO. DA. YR.	29 SPECIAL REFERENCE	30 RETIREMENT DATA 1-CX 2-PCA 3-WOM		31 SEPARATION DATA CODE	32 CRYPTIC CANCELLATION DATA TYPE MO. DA. YR.		33 SECURITY REG NO		34 SEX
35 YER PREFERENCE CODE 0-30PT 1-1 PT 2-10 PT	36 STRY COMP DATE MO. DA. YR.	37 LONG COMP DATE MO. DA. YR.	38 CAREER CATEGORY CAR. RES. PROB. YEAR	39 FEDERAL HEALTH INSURANCE CODE CODE 1-BATTLE 1-111	40 SOCIAL SECURITY NO				
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0-85 RESIDUAL SERVICE 1-90 BARR. IN SERVICE 2-95AC OR SERV. 1 YEAR OR MORE 3-95AC OR SERV. MORE THAN 1 YEAR			42 LEAVE CAT CODE	43 FEDERAL TAX DATA NO. TAX EXEMPTIONS	44 STATE TAX DATA CODE NO. TAX EXEMPTIONS				
45 POSITION CONTROL CERTIFICATION				46 O.P. APPROVAL See memo signed by D/Pers dated 20 Feb 1967			DATE APPROVED		

FORM 1152 USE PREVIOUS EDITION

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FORM 1152 USE PREVIOUS EDITION

19

*Not approved*  
*5 DEC 1965*  
*HP*

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MEMORANDUM FOR: Chairman, Clandestine Services  
Career Service, Section A

SUBJECT : Frederick C. RANDALL, Recommendation  
for Promotion to GS-14

1. It is recommended that Frederick C. Randall be promoted from GS-13 to GS-14. Subject is in Step 6 of his grade and has been a GS-13 since 1958. He entered on duty at the [ ] Station in August 1965. A current Fitness Report is attached.

2. Subject's file indicates that he has been recommended for promotion five times: four times by his superiors in FE Division when he served in [ ] and once by the [ ] Station in February 1966. While realizing that the 13 to 14 jump is traditionally difficult we feel that Subject's performance over the past year, when coupled with a consistently high calibre of work in previous years; deserves much-belated recognition in the form of a promotion. He continues to be responsible for the [ ] Station's efforts to exploit the Far Eastern target, and his years of overseas experience against this target have been reflected in a realistic and imaginative approach to operations in [ ] His operational activity has required the handling of persons of varied nationality and stature, close contact with Headquarters representatives, liaison [ ] and liaison [ ]. His performance has been uniformly "Strong" and his handling of the [ ] case has been outstanding. [ ] an [ ] has been a contact of the Agency for years, but it was not until his arrival in Washington and his handling by Subject that he began to produce solid intelligence on his own country. Subject's work on this case has received a well-deserved commendation from Headquarters.

2

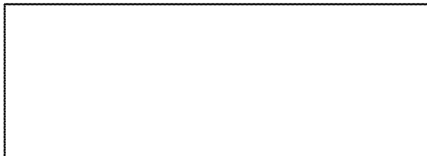
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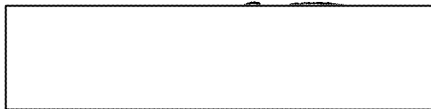
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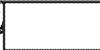
Subject's excellent relations with colleagues in FE Division have been of considerable value in helping the [redacted] Station to adjust its operational activity in the FE field to current and changing requirements. He has clearly been performing at the GS-14 level for some time and we urge that this promotion request be favorably considered at the earliest possible meeting of your panel.



APPROVAL RECOMMENDED



Chief, FE Division



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*Not approved  
26 May 66*

14 FEB 1966

MEMORANDUM FOR: Chairman, Clandestine Services Career Service,  
Section A.

SUBJECT : Frederick C. RANDALL - Recommendation for  
Promotion to GS-14

1. It is recommended that Frederick C. Randall be promoted from GS-13 to GS-14. Subject is 39 years old and began his Agency career in 1951 as a GS-7. He has been a GS-13 since 1958. He entered on duty [redacted] in August 1965. A current Fitness Report is attached.

2. As the attached Fitness Report indicates, Subject is a real plus for the [redacted] Station's efforts [redacted] [redacted] has already resulted in a much more realistic approach to local FE targets than was the case before his arrival. In addition to the professional competence and area knowledge which Subject brings to his present position, he has an imaginative approach to operational problems and a high enthusiasm for his work. His excellent relations with colleagues within FE Division have been of considerable value in helping the [redacted] Station adjust its operational activity in the FE field to current requirements. One final--and strong--factor arguing for his promotion to GS-14 at this time: he has been in grade eight years and has been recommended for promotion four times by previous supervisors when he was on FE Division rolls.

[redacted]  
Harry A. Rositzke  
Chief of Station, U.S.

APPROVAL RECOMMENDED:

[redacted]  
C. Tracy Barnes, Chief, DO Division

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(If box filled in)

REQUEST FOR PERSONNEL ACTION

DATE PREPARED

19 July 1965

1 SERIAL NUMBER <b>012170</b>	2 NAME (Last-First-Initial) <b>RANDALL FREDRICK G</b>
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3 NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>	4 EFFECTIVE DATE REQUESTED MONTH <b>07</b> DAY <b>1</b> YEAR <b>65</b>	5 CATEGORY OF EMPLOYMENT <b>REGULAR</b>
6 FUNDS V TO V CF TO V V TO CF CF TO CF	7 COST CENTER NO. CHARGEABLE	8 LEGAL AUTHORITY (Completed by Office of Personnel)

9 ORGANIZATIONAL DESIGNATIONS <b>DDP/DOD U.S. FIELD UNITED STATES STATION</b>	10 LOCATION OF OFFICIAL STATION <b>WASH., D.C.</b>
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11 POSITION TITLE <b>OPS OFFICER</b>	12 POSITION NUMBER <b>(13)</b>	13 CAREER SERVICE DESIGNATION
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14 CLASSIFICATION SCHEDULE (GX, FR, etc.) <b>GS-13</b>	15 OCCUPATIONAL SERIES	16 GRADE AND STEP <b>13 X6</b>	17 SALARY OR RATE <b>\$ 13,755 14,175</b>
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18 REMARKS

Subject is replacement for [redacted] who transferred to FE  
 X Per [redacted] w/ Virginia Lynch & [redacted]

cc: Finance Security Approval Granted by Pers. SD/OS 6/21/65  
 Coordinate: [redacted] (telecon) [redacted] 7/26/65

Recorded By USPD [redacted]

19A SIGNATURE OF REQUESTING OFFICER <b>Virginia C. Lynch, DO/Personnel</b>	DATE SIGNED <b>7/26/65</b>	100 [redacted]	19B OFFICER [redacted]	DATE SIGNED <b>22 JUL 1965</b>
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SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL

20 ACTION CODE	21 EMPLOY CODE	22 OFFICE CODE	23 STATION	24 INTEREST CODE	25 HOOBEN CODE	26 DATE OF BIRTH	27 DATE OF GRADE	28 DATE OF LES
29 SITE EQUIPS	30 SPECIAL ASSIGNMENT	31 SETTLEMENT DATA	32 SEPARATION DATA CODE	33 CONNECTION CANCELLATION DATA	34 SECURITY RES. NO.	35 LES	36 SOCIAL SECURITY NO.	37
38 YET PREFERENCE	39 MRS COMP DATE	40 LONG COMP DATE	41 CAREER CATEGORY	42	43	44	45	46
47 PREVIOUS GOVERNMENT EMPLOY	48 LEAVE CAT	49	50 FEDERAL EMP DATA	51	52	53	54	55
56	57	58	59	60	61	62	63	64

41 POSITION CONTROL DESIGNATION

42 OFF APPROVAL

43 DATE APPROVAL

22 JUL 1965

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FORM NO. 101 (REV. 1-65)

SECRET

22 March 1965

MEMORANDUM FOR: FE Career Management Committee

SUBJECT: Recommendation for Promotion  
of Mr. Frederick C. Randall  
from GS-13 to GS-14

1. Since Mr. Frederick C. Randall joined the Agency in September 1951, he has served in Headquarters and the Field, where he worked primarily on [redacted]. He is currently assigned to [redacted]. Mr. Randall has been in grade as a GS-13 since September 1952. He has been recommended three times for promotion to GS-14 since September 1953. Mr. Randall is 33 years old.

2. Mr. Randall's primary duty at the [redacted] Station is Station PSRAMPART responsibilities. These responsibilities are broad and highly important to all PSRAMPART relations throughout the Far East. Through Mr. Randall's intensive effort to strengthen and increase the Agency's role in the coordination of clandestine collection activities, he has been able to set a positive pattern of effective procedures for coordination of [redacted] clandestine collection operations. These procedures are now emulated wherever possible throughout the Far East. Mr. Randall's tenacity and patience, based on solid operational Field and Headquarters' experience, have worked to a distinct advantage for the Agency in the PSRAMPART field. Chief of Station [redacted] has stated that the vast improvement in the local coordination business has been in large part due to Mr. Randall's good work. Further, as a supervisor and a manager Mr. Randall has quite successfully handled from [redacted] subordinates in such diverse functions as Central Registry, local [redacted] establishment, Agency participation in a multi-agency CI Repository, and [redacted] Agency [redacted].

3. During Mr. Randall's time of service at the [redacted] Station, he has demonstrated his adaptability and capability to carry out a variety of tasks and responsibilities. He has been recommended by the Chief of Station [redacted] Mr. Randall is an eligible candidate for promotion to GS-14.

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declassification

SECRET

responsibilities. In the most recent recommendation, Chief of Station, [redacted] emphasized that Mr. Randall's performance was characterized by exceptional proficiency in all respects of his assigned duties, and, therefore, endorsed his previous recommendation, and strongly recommended Mr. Randall's promotion to GS-14 at an early date.

4. In the most recent fitness report on Mr. Randall, he was rated over-all "Strong" and was given "Outstanding" for the Specific Duty Number One, "PBRAMPART Officer." In the narrative comment on Mr. Randall's performance the rating officer characterized Mr. Randall as capable, versatile, and as having a fine career potential. Further, the rating officer stated that "because of his sound operational background, presence of mind, forceful reasoning, and the consideration [redacted] therefore holds for him, Mr. Randall has been able to play a prime part in our excellent PBRAMPART posture." The Chief of Station, in commenting on the rating officer's fitness report on Mr. Randall, heartily concurred with the rating officer's description of Mr. Randall's performance and described Mr. Randall's contribution to the Station as being of the highest caliber.

5. In endorsing the recommendation of Chief of Station, [redacted] I wish to add that, from my personal knowledge of Mr. Randall's performance, he is a thoroughly reliable and competent case officer. In watching the PBRAMPART activities during the past year, I strongly commend [redacted] Station and Mr. Randall for effecting certain improvements of what was already a rather efficient coordination process. Mr. Randall's job is not always a happy one because he would rather be more active in clandestine operational activities; however, if [redacted] Station had a less experienced and less competent officer handling the PBRAMPART coordination activities, this particularly important area of our responsibilities would certainly suffer. For this and the reasons set forth above, Mr. Randall's performance deserved recognition by a promotion to GS-14 at this time.

[redacted]  
[redacted]  
[redacted]  
Chief, FBI [redacted]

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23 March 1964

MEMORANDUM FOR: FE Career Management Committee

SUBJECT: Recommendation for Promotion  
of Mr. Frederick C. Randall  
from GS-13 to GS-14

1. Since Mr. Frederick C. Randall joined the Agency in September 1951, he has served in Headquarters and the Field, where he worked primarily on [redacted]. He is currently assigned to [redacted] Station. Mr. Randall has been in grade as a GS-13 since September 1958. He has twice been recommended for promotion to GS-14, once in September 1963 and again in February 1964. Mr. Randall is 37 years old.

2. Mr. Randall's primary duty at the [redacted] Station is Station PBRAMPART responsibilities. These responsibilities are broad and highly important to all PBRAMPART relations throughout the Far East. Through Mr. Randall's intensive efforts to strengthen and increase the Agency's role in the coordination of clandestine collection activities, he has been able to set a positive pattern of effective procedures for coordination of the [redacted] clandestine collection operations. These procedures are now being emulated wherever possible throughout the Far East. Mr. Randall's tenacity and patience, based on solid operational Field and Headquarters experience, have worked to a distinct advantage for the Agency in the PBRAMPART field. Chief of Station, [redacted] has stated that the vast improvement in the [redacted] has been in large part due to Mr. Randall's good work. Further, as a supervisor and a manager Mr. Randall has quite successfully handled from [redacted] subordinates in such diverse functions as Central Registry, local [redacted] establishment, Agency participation in a multi-agency CI Repository, and an Agency-run [redacted].

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declassification

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3. During Mr. Randall's total service at the [redacted] Station, he has demonstrated his adaptability and capability to carry out a variety of tasks in an exemplary manner. In a previous recommendation, Chief of Station [redacted] described Mr. Randall as an officer capable of assuming greater responsibilities. In the most recent recommendation, Chief of Station [redacted] emphasized that Mr. Randall's performance was characterized by exceptional proficiency in all respects of his assigned duties and, therefore, endorsed his previous recommendation, and strongly recommended Mr. Randall's promotion to GS-14 at an early date.

4. In endorsing the recommendation of Chief of Station [redacted] I wish to add that, from my personal knowledge of Mr. Randall's performance, he is a thoroughly reliable and competent case officer. In watching the PBRAMPART activities during the past year, I strongly commend [redacted] Station and Mr. Randall for effecting certain improvements of what was already a rather efficient coordination process. Mr. Randall's job is not always a happy one because he would rather be more active in clandestine operational activities; however, if [redacted] Station had a less experienced and competent officer handling the PBRAMPART coordination activities, this particularly important area of our responsibilities would certainly suffer. For this and the reasons set forth above, Mr. Randall's performance deserves recognition by a promotion to GS-14 at this time.

[redacted]  
Chief, PE, [redacted]

SECRET

<b>DISPATCH</b>	<b>SECRET</b>	<b>PROCESSING</b>	
		FOR NO. 1	ACTION
TO: Chief, Far East Division		SECRET FOR RELEASE	
		NO RELEASE REQUIRED	
		CLASSIFIED	
		DECLASSIFIED DATE	
		CLASSIFIED BY	
Chief of Station		EXEMPT	
		EXEMPT	
Proposed Recommendation			

- A. FJTT-18764, dated 20 August 1964
- B. FJTT-11674, dated 15 January 1964

I wish to endorse my earlier recommendation that [redacted] be promoted from GS-12 to GS-14. Reference A discusses in detail [redacted] responsibilities at the [redacted] Station and little more can be added to what has already been said.

[redacted] Fitness Report for the reporting period ending 31 December 1963 which was forwarded with reference B, emphasizes that his performance is characterized by exceptional proficiency in all aspects of his assigned duties. I therefore strongly recommend his promotion to GS-14 at an early date.

[redacted]

14-00000

DATE	BY
21 Feb 64	
FJTT-11674	
[redacted]	

SECRET

19 September 1963

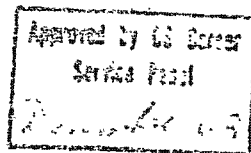
**MEMORANDUM FOR: FE Career Management Committee**

**SUBJECT: Recommendation for Promotion  
of Mr. Frederick C. Randall  
from GS-13 to GS-14**

1. Mr. Frederick C. Randall joined the Agency in September 1951 and has served in Headquarters and the Field on [redacted]. He is currently assigned to [redacted] where he is chief of a section concerned with PBRAMPART and operational support activities. Mr. Randall has been in grade since September 1958 and was recently recommended for promotion to GS-14 by [redacted] Chief of Station.

2. In handling his primary duty, Station PBRAMPART responsibilities, Mr. Randall has set a pattern and established procedures which have been copied throughout FE Division. His work with his [redacted] colleague in [redacted] is excellent and his unassuming patience based on solid experience continues to be a distinct advantage for the Agency in the PBRAMPART field. [redacted] The vast improvement in the [redacted] has been in large part due to his good work. As a supervisor and manager he has quite successfully handled from [redacted] subordinates in such diverse functions as Station Central Registry, [redacted] establishment, Agency participation in a multi-agency CI repository, and an Agency run [redacted].

3. In his two years at the [redacted] Station, Mr. Randall has shown himself to be an adaptable officer and has carried out a variety of tasks in an exemplary manner. In his recommendation, [redacted] Chief of Station said Mr. Randall has demonstrated that he is ready to assume greater responsibility and that a commensurate increase in GS grade is in order.



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downgrading and  
declassification

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4. In view of his performance in [redacted] and demonstrated maturity, motivation, and capacity to serve at the next grade level, I recommend that Mr. Randall be promoted to GS-14.

[redacted]  
Acting Chief, FE/ [redacted]

SECRET

UNIVERSITY OF MARYLAND

APD 96 SAN FRANCISCO CALIFORNIA  
TELEPHONE TOKYO 263 2711 2271.2471

OFFICE OF THE DIRECTOR

April 1, 1963

Mr. Frederick C. Randall  
Box F.  
APD 96.

Dear Mr. Randall:

We are pleased to inform you that the processing of your application has been completed, and that the Head of the Department of Government and Politics has approved your application to teach GEP 101, 102, 106, and 108 on a part-time basis in the Far East Division.

Since you have taught and are familiar with our procedures, we will spare you a repetition of the details. If we can be of assistance to you, please write and we will do our best to fulfill your request.

Very good wishes.

Sincerely yours,

Joseph E. Dellen.  
Associate Director

JED:rl.

**SECRET**  
(When Filled In)

<b>REQUEST FOR PERSONNEL ACTION</b>				DATE PREPARED <b>18 August 1961</b>																																																							
1. SERIAL NUMBER <b>012170</b>		2. NAME (Last-First-Middle) <b>RANDALL, Frederick D.</b>																																																									
3. NATURE OF PERSONNEL ACTION <b>Reassignment and transfer</b>			4. EFFECTIVE DATE REQUESTED MONTH <b>09</b> DAY <b>03</b> YEAR <b>61</b>		5. CATEGORY OF EMPLOYMENT <b>Regular</b>																																																						
6. FUNDS ▶ <input type="checkbox"/> V TO V <input type="checkbox"/> CF TO V		<input checked="" type="checkbox"/> V TO CF <input type="checkbox"/> CF TO CF		7. COST CENTER NO. CHARGEABLE																																																							
9. ORGANIZATIONAL DESIGNATIONS <b>DDP/FE FE/ [ ] Station Office of the Chief</b>			10. LOCATION OF OFFICIAL STATION [ ]																																																								
11. POSITION TITLE <b>Ops Officer</b>		12. POSITION NUMBER <b>D-34</b>	12A. PCR CONTROL NO.	13. CAREER SERVICE DESIGNATION																																																							
14. CLASSIFICATION SCHEDULE (GS, LP, etc.) <b>GS</b>		15. OCCUPATIONAL SERIES [ ]	16. GRADE AND STEP <b>13 00-3</b>	17. SALARY OR RATE <b>10,895-11,155</b>																																																							
18. REMARKS FROM: <b>DDP/FE/Plans &amp; Ops Staff/FI/CI Sec/Off of Chief/2943</b>  <b>lcc - Security</b> <b>Departure Date: 5 Sep 1961</b> <b>259s submitted to Medical Staff</b> <b>ETD - Ysgw/61</b> <i>Security Approval [ ] PFS, SO/OS 7/21/61</i> <i>7/21/61</i> <b>PSE due 9-3-61 to \$11,155</b> <div style="float: right; border: 1px solid black; padding: 2px;">             Approved by              [ ]              4/4/61 V.S.           </div>																																																											
19A. SIGNED <b>ROBERT D. CASHMAN, CPE PERSONNEL</b>			19B. SIGNATURE OF CAREER SERVICE APPROVING OFFICER [ ]																																																								
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																																																											
<table border="1" style="width:100%; border-collapse: collapse; font-size: small;"> <tr> <td>20. EMPLOYEE CODE</td> <td>21. EMPLOYEE TITLE</td> <td>22. EMPLOYEE GRADE</td> <td>23. EMPLOYEE STEP</td> <td>24. EMPLOYEE PAY RATE</td> <td>25. EMPLOYEE PAY PLAN</td> <td>26. EMPLOYEE PAY BAND</td> <td>27. EMPLOYEE PAY RANGE</td> <td>28. EMPLOYEE PAY POINT</td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td>29. EMPLOYEE SERVICE NO.</td> <td>30. EMPLOYEE SERVICE DATE</td> <td>31. EMPLOYEE SERVICE TYPE</td> <td>32. EMPLOYEE SERVICE STATUS</td> <td>33. EMPLOYEE SERVICE CLASSIFICATION</td> <td>34. EMPLOYEE SERVICE GRADE</td> <td>35. EMPLOYEE SERVICE STEP</td> <td>36. EMPLOYEE SERVICE PAY RATE</td> <td>37. EMPLOYEE SERVICE PAY PLAN</td> </tr> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> <tr> <td>38. EMPLOYEE SERVICE CONTROL DESIGNATION</td> <td colspan="5"> </td> <td>39. EMPLOYEE SERVICE CONTROL NO.</td> <td>40. EMPLOYEE SERVICE CONTROL DATE</td> <td>41. EMPLOYEE SERVICE CONTROL TYPE</td> </tr> <tr> <td> </td> <td colspan="5"> </td> <td> </td> <td> </td> <td> </td> </tr> </table>						20. EMPLOYEE CODE	21. EMPLOYEE TITLE	22. EMPLOYEE GRADE	23. EMPLOYEE STEP	24. EMPLOYEE PAY RATE	25. EMPLOYEE PAY PLAN	26. EMPLOYEE PAY BAND	27. EMPLOYEE PAY RANGE	28. EMPLOYEE PAY POINT										29. EMPLOYEE SERVICE NO.	30. EMPLOYEE SERVICE DATE	31. EMPLOYEE SERVICE TYPE	32. EMPLOYEE SERVICE STATUS	33. EMPLOYEE SERVICE CLASSIFICATION	34. EMPLOYEE SERVICE GRADE	35. EMPLOYEE SERVICE STEP	36. EMPLOYEE SERVICE PAY RATE	37. EMPLOYEE SERVICE PAY PLAN										38. EMPLOYEE SERVICE CONTROL DESIGNATION						39. EMPLOYEE SERVICE CONTROL NO.	40. EMPLOYEE SERVICE CONTROL DATE	41. EMPLOYEE SERVICE CONTROL TYPE									
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**SECRET**

### REQUEST FOR PERSONNEL ACTION

1. Serial No. 512170		2. Name (Last-First-Middle) RANDALL FREDERICK			3. Date of Birth Mo. Da. Yr.			4. Vol. Prod. None-0 5 Pt-1 10 Pt-2		5. Sex M 1		6. CS-TCB Mo. Da. Yr.			
7. SCD Mo. Da. Yr. 12 27 50		8. CSC Reprt. Yes-1 No-2			9. CSC Or Other Legal Authority Code 1 50 USCA 403 J			10. Apmt. Allidav. Mo. Da. Yr.		11. TLEGLI Yes-1 No-2		12. LCD Mo. Da. Yr.		13. Int. Pmt. Ltr. Yes-1 No-2	

### PREVIOUS ASSIGNMENT

14. Organizational Designations DDP FF				Code 5175		15. Location Of Official Station WASH., D. C.				Station Code		
16. Dept. - Field Dept. - US/Id - Frqn -		17. Position Title Code 1 AREA OPS OFF CH		18. Position No.		19. Serv.		20. Occup. Series				
21. Grade & Step 13 1		22. Salary Or Rate \$ 5890		23. SD DI		24. Date Of Grade Mo. Da. Yr. 02 07 55		25. PSI Due Mo. Da. Yr. 03 06 60		26. Appropriation Number Alk		

### ACTION

27. Nature Of Action Reassignment		Code 01		28. Eff. Date Mo. Da. Yr. 05 10 59		29. Type Of Employee Regular		Code 01		30. Separation Date	
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### PRESENT ASSIGNMENT

31. Organizational Designations DDP/FE Plan and Operations Staff FI/CI Section Office of the Chief				Code 5126		32. Location Of Official Station				Station Code	
33. Dept. - Field Dept. - US/Id - Frqn -		34. Position Title Code 2 Ops Officer		35. Position No.		36. Serv.		37. Occup. Series			
38. Grade & Step		39. Salary Or Rate \$		40. SD		41. Date Of Grade Mo. Da. Yr.		42. PSI Due Mo. Da. Yr.		43. Appropriation Number Alk	

### SOURCE OF REQUEST

A. Requested By (Name And Title) Robert D. Cashman, CPE/Personnel				C. Request Approved By (Signature And Title) William V. Brown, DCFB			
B. For Additional Information Call (Name & Telephone Ext.) X2257							
<b>CLEARANCES</b>							
A. Career Board		Signature		Date		D. Placement	
B. Pos. Control		Signature		Date		E. Approval H.	
C. Classification		Signature		Date		7-30-59	
Remarks Please transfer from							

**SECRET**

SECRET

REQUEST FOR PERSONNEL ACTION

1. Serial No. 512170		2. Name (Last-First-Middle) RANDALL FREDERICK			3. Date Of Birth		4. Vet. Pref. None 5. Pr-1 10. Pr-2		5. Sex M 1		6. CS - EOD 09 10 51				
7. SCD Mo. Da. Yr. 12 27 50			8. CSC Point. Yes-1 No-2		9. CSC Or Other Legal Authority Code 50 USCA 403 J		10. Appt. Affidav. Mo. Da. Yr.			11. FE/LL Yes-1 No-2		12. LCO Mo. Da. Yr. 09 10 51		13. <del>Mo. Da. Yr.</del> Yes-1 No-2 Code 2	

PREVIOUS ASSIGNMENT

14. Organizational Designations DOP FE			Code 5175		15. Location Of Official Station WASH., D. C.			Station Code			
16. Dept. - Field Dept. - US/Id - Frgn. -		17. Position Title Code CONSULAR OFF AREA OPS OFF CH		18. Position No. 3876		19. <del>Mo. Da. Yr.</del> GS		20. Occup. Series 0136.01			
21. Grade & Step 06 13 1		22. Salary Or Rate 7150 \$ 9890		23. SD DI		24. Date Of Grade Mo. Da. Yr. 09 07 58		25. PSI Due Mo. Da. Yr. 03 06 60		26. Appropriation Number 9 3700 10 201	

ACTION

27. Nature Of Action		Code 20		28. <del>Mo. Da. Yr.</del> 03 12 59		29. Type Of Employee Regular		Code 11		30. Separation Data	
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PRESENT ASSIGNMENT

31. Organizational Designations			Code		32. Location Of Official Station			Station Code			
33. Dept. - Field Dept. - US/Id - Frgn. -		34. Position Title Code Area Ops Off (CH)		35. Position No.		36. Surv.		37. Occup. Series GS			
38. Grade & Step 13 1		39. Salary Or Rate \$		40. SD		41. Date Of Grade Mo. Da. Yr.		42. PSI Due Mo. Da. Yr.		43. Appropriation Number	

SOURCE OF REQUEST

44. For Additional Information Call (Name & Telephone Ext.) 72957		C. Request Area And Title	
--	--	------------------------------	--

CLEARANCES

A. Career Board		B. Pos. Control		C. Classification	
Signature		Signature		Signature	
Date		Date		Date	
D. Placement		E.		F. Approved By	
Results Subject resigned [redacted] COB 20 March 1959.					

SECRET

SECRET

Frederick C. Randall

28

23 May 1955

Washington, D. C.  
Intell Off (PI)

FE/S

SO:PI

OS-11  
OS-12

Basic Orientation, Operations 30, Grp A, Interim  
Study Course, Staff Indoctrination, Covert Activities  
CE, Language Training, [redacted] (6 June - 24 55)

University of Oahu - BA  
George Washington University MA

Spanish, slight

1944 - 1946 USAP Message Center Chief  
1948 - 1950 Processed Foods Manufacturers Manufacturers' Representative

NSA CIA Oct 1951 - Jan 1953 Counterespionage Officer (OS-9 - Jan 1953)  
Jan 1953 - Feb. 1953 Intell Officer (CI) OS-11  
Feb 1953 - June 1954 " " (PI) OS-11  
June 1954 to present " " OS-11  
Promoted to OS-11 - 23 December 1953. Intell. Officer (CI)

[redacted]  
Chief, FE/S

SECRET

~~SECRET~~

### REQUEST FOR PERSONNEL ACTION

1. Serial No. <b>512170</b>		2. Name (Last-First-Middle) <b>RANDALL FREDERICK</b>			3. Date Of Birth Mo. Da. Yr.		4. Vac. Pref. Mo. Da. Yr.		5. Sex M 1		6. CS - FOD Mo. Da. Yr.			
7. SCD Mo. Da. Yr.		8. CSC Reint. Yes-1 Code No-2		9. CSC Or Other Legal Authority <b>50 USCA 403 d</b>			10. Apmt. Altidav. Mo. Da. Yr.		11. FEPLI Yes-1 Code No-2		12. LCD Mo. Da. Yr.		13. <sup>gr. serv.</sup> <sub>serv. sta.</sub> Yes-1 Code No-2	
12 27 50		1							09 10 51		2			

### PREVIOUS ASSIGNMENT

14. Organizational Designations <b>DDP FE</b>				Code <b>5175</b>		15. Location Of Official Station <b>WASH., D. C.</b>				Station Code	
16. Dept. - Field Dept. Code USfld. Frgn.		17. Position Title <b>CONSULAR OFF</b> <b>I.O. FI</b>				18. Position No. <b>3873</b>		19. Serv. <b>GS</b>		20. Occup. Series	
21. Grade & Step <b>06</b> <b>13-1</b>		22. Salary Or Rate <b>\$ 7150</b> <b>9890</b>		23. SD <b>01</b>		24. Date Of Grade Mo. Da. Yr.		25. PSI Due Mo. Da. Yr.		26. Appropriation Number	
						<b>09 07 58</b>		<b>03 06 60</b>			

### ACTION

27. Nature Of Action <b>Reassignment</b>		Code		28. Eff. Date Mo. Da. Yr.		29. Type Of Employee <b>Regular</b>		Code		30. Separation Data <b>011</b>	
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### PRESENT ASSIGNMENT

31. Organizational Designations				Code <b>5175</b>		32. Location Of Official Station				Station Code	
33. Dept. - Field Dept. Code USfld. Frgn.		34. Position Title <b>Consular Off</b> <b>Area Ops Off (Ch)</b>				35. Position No. <b>3876</b>		36. Serv. <b>GS</b>		37. Occup. Series <b>0136.01</b>	
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade Mo. Da. Yr.		42. PSI Due Mo. Da. Yr.		43. Appropriation Number	
						<b>09 10 58</b>		<b>03 10 60</b>			

### SOURCE OF REQUEST

A. Request Approved By (Signature And Title)  
**CFE/Personnel**

B. For Additional Information Call (Name & Telephone No.)  
**Mozelle Little, x2957**

### CLEARANCES

Clearance		Signature		Date		Clearance		Signature		Date	
A. Career Board						D. Placement					
B. Pass Control						E.					
C. Classification						F. Approved By					
Remarks <b>T/O Change</b>											

**SECRET**  
(When Filled In)

DATE PREPARED			REQUEST FOR PERSONNEL ACTION						V to V		V to UV					
Mo	Da	Yr							UV to V		UV to UV					
07	10	58	1. Serial No.			2. Name (Last-First-Middle)			3. Date of Birth		4. Vac. Pref.		5. Sex		6. CS - EOD	
			RANDALL, Frederick G.			Mo Da Yr		None-0 10 Pt-2		Code		M		Mo Da Yr		
7. SCD			8. CSC Reimt.		9. CSC Or Other Legal Authority		10. Appt. Affidav.		11. FEGLI		12. LCD		13. MIL. SERV. CREDIT LED			
Mo	Da	Yr	Yes - 1 No - 2	Code			Mo	Da	Yr	Yes-1 No -2	Code	Mo	Da	Yr	Yes - 1 No - 2	Code

**PREVIOUS ASSIGNMENT**

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP/FE											
16. Dept.-Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Dept.	Code	(Consular Officer)				908		(IS)			
Valid From		I.O. (PI)									
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
12	#	\$ 5970.50		DI		08/14/58		09/10/58			

**ACTION**

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
Promotion		61		09 07 58		Regular		077			

**PRESENT ASSIGNMENT**

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP/FE						Washington, D.C.					
33. Dept.-Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept.	Code					3873 10/11					
Valid From											
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
13-1		\$ 9890				09/07/58		06/60		9-3700-2210-201	

**SOURCE OF REQUEST**

A. [Redacted] C. Request Approved By (Signature And Title)

B. For Additional Information Call (Name & Telephone Ext.)

**CLEARANCES**

Clearance	Signature	Date	Clearance	Signature	Date
A. Career Board	[Redacted]	8/11/58	D. Placement	[Redacted]	
B. Pay Control	[Redacted]		E.	[Redacted]	
C. Classification	[Redacted]		F. Approved By	[Redacted]	

Remarks: Present incumbent of slot to be 2 copies to Security. 8-10-58



**SECRET**  
(When Filled In)

DATE PREPARED			<b>REQUEST FOR PERSONNEL ACTION</b>										V to V		V to UV		
Mo	Da	Yr											UV to V		UV to UV		
27	08	58															
1. Serial No.		2. Name (Last-First-Middle)				3. Date of Birth			4. Vet. Prof.		5. Sex		6. CS - EOD				
		RANDELL, Frederick G.				Mo Da Yr			None-0 5 Pr-1 10 Pr-2		Code		Mo Da Yr		Mo Da Yr		
7. SCD		8. CSC Reprt.		9. CSC Or Other Legal Authority		10. Apmt. Allidov.			11. FEGLI		12. LCD		13. MIL. SERV. CREDIT, L.C.				
Mo Da Yr		Yes - 1 No - 2		Code		Mo Da Yr			Yes-1 No-2		Mo Da Yr		Yes - 1 No - 2				

**PREVIOUS ASSIGNMENT**

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP/TS II						Washington, D.C.					
16. Dept.-Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Dept. Usld. Frgn.		I.O. (FI)						GS			
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
(5) 3 12 2		\$ 8,370 8810		DI		Mo Da Yr		Mo Da Yr		C-3700- <del>2001</del> 10-701	

**ACTION**

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
Promotion				09/07/58		Regular					

**PRESENT ASSIGNMENT**

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP/TS											
34. Dept.-Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept. Usld. Frgn.											
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
13 1		\$ 9890				09/07/58		03/06/60			

**SOURCE OF REQUEST**

A. Request Approved By (Signature And Title)		B. For Additional Information Call (Name & Telephone Etc.)	
		2057	

**CLEARANCES**

Clearance		Signature		Date		Clearance		Signature		Date	
A. Career Board				4/1/58		D. Placement					
B. Pos. Control				5/28/58		E.					
C. Classification						F. Approved By				5 SEP 7 1958	

Remarks:

*WFO 400*

SECRET

STANDARD FORM 52 FORMS CITED BY THE F. I. CIVIL SERVICE COMMISSION GENERAL AND SPECIAL PERSONNEL MANUAL, CHAPTER 51	UNVOUCHERED
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REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr. - Miss - Mrs - One given name, initial(s), and surname) <b>Mr. Frederick C. RANDALL</b>	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST <b>26 Oct. 55</b>
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.)		6. EFFECTIVE DATE A. PROPOSED:	7. C. S. OR OTHER LEGAL AUTHORITY
B. POSITION (Specify whether establish, change grade or title, etc.)		8. APPROVED: <b>27 Oct. 1955</b>	

FROM— <b>Intell Officer (FI) BFF 908</b> <b>OS-0136.51-12 \$7570</b> <b>DDP/FE</b>	4. POSITION TITLE AND NUMBER	TO—
	5. SERVICE, GRADE, AND SALARY	
	10. ORGANIZATIONAL DESIGNATIONS	<b>DDP/FE</b>
	11. HEADQUARTERS	
<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title) <b>FI/OPS/OCL</b>	D. REQUEST APPROVED BY Signature: _____ Title: _____
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) <b>86104</b>	

13. VETERAN PREFERENCE NONE <input type="checkbox"/> WWII <input type="checkbox"/> OTHER <input checked="" type="checkbox"/> 5 PT. <input type="checkbox"/> 10 POINT <input type="checkbox"/> DISAB. OTHER	14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> I. A. <input type="checkbox"/> REAL <input type="checkbox"/> <b>SD-DI</b>
--	---

15. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> W	16. RACE <input type="checkbox"/> H <input type="checkbox"/> W	17. APPROPRIATION FROM: _____ TO: _____	18. SURVEY TO C. S. RETIREMENT ACT (YES-NO)	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	20. LEGAL RESIDENCE STATE: <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED
--	--	---	---	--	--

21. STANDARD FORM-50 REMARKS

22. DISAPPROPRIATE	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CELL OR POS CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMPL.			
E.			

SECRET

P. APPROVED BY

SECRET  
(When Filled In)

IN- AND OUT-CASUAL STATUS RECORD

IN- AND OUT-CASUAL STATUS RECORD			
1	NAME (Last-First-Middle) RANDALL, Frederick C.	OFFICE OF CURRENT ASSIGNMENT (By last action) 72	SERVICE DESIGNATION DT
2	<input type="checkbox"/> IDENTIFY AS IN-CASUAL	DATE OF ARRIVAL CPB	DATE OF ARRIVAL U.S.
<p>CPB WILL COMPLETE ITEMS 1, 2 AND 3 FOR ANY EMPLOYEE WHO:</p> <p>A. REPORTS FOR DEBRIEFING UPON RETURN FROM A FOREIGN FIELD STATION OR PCS. B. HAS AMENDED TRAVEL ORDER CHANGING DEPARTMENTAL DUTY STATUS FROM TDY TO PCS.</p>			
3	<input type="checkbox"/> REMOVE FROM IN-CASUAL STATUS	DATE ACTION EFFECTED	
<p>TRB WILL COMPLETE ITEMS 1, 2 AND 3 WHENEVER THE FOLLOWING ARE EFFECTED:</p> <p>A. PERSONNEL ACTION ASSIGNING AN IN-CASUAL TO A DEPARTMENTAL POSITION. B. PERSONNEL ACTION ASSIGNING AN IN-CASUAL TO ANOTHER FOREIGN FIELD POSITION. C. PERSONNEL ACTION ASSIGNING AN IN-CASUAL TO A U.S. FIELD POSITION. D. SEPARATION ACTION INVOLVING AN IN-CASUAL.</p>			
4	<input type="checkbox"/> PLACE IN OUT-CASUAL STATUS	DATE ACTION EFFECTED	
<p>TRB WILL COMPLETE ITEMS 1, 4 AND 5 WHENEVER THE FOLLOWING ARE EFFECTED:</p> <p>A. PERSONNEL ACTION ASSIGNING AN IN-CASUAL TO ANOTHER FOREIGN FIELD POSITION, PCS. B. PERSONNEL ACTION APPOINTING OR REASSIGNING AN EMPLOYEE TO A FOREIGN FIELD POSITION WHEN INCUMBENT PHYSICALLY LOCATED IN U.S.</p>			
5	<input checked="" type="checkbox"/> REMOVE FROM OUT-CASUAL STATUS	DATE ACTION EFFECTED 27 October 1955	DATE DEPARTED FROM U.S.
<p>TRB AND/OR CPB WILL COMPLETE ITEMS 1, 5, AND 6 WHENEVER THE FOLLOWING ARE EFFECTED:</p> <p>A. WHEN CPB HAS ESTABLISHED A DEFINITE DATE OF DEPARTURE FROM THE CONTINENTAL UNITED STATES, PCS. B. PERSONNEL ACTION ASSIGNING AN OUT-CASUAL TO A U.S. FIELD STATION. C. PERSONNEL ACTION ASSIGNING AN OUT-CASUAL TO A DEPARTMENTAL POSITION. D. SEPARATION ACTION INVOLVING AN OUT-CASUAL.</p> <p><input checked="" type="checkbox"/> RECEIPT OF AMENDED TRAVEL ORDER CHANGING MOVEMENT TO PCS WHILE SUBJECT IS ON TDY IN FIELD.</p>			
REMARKS (Additional data concerning in- and out-casual status, if applicable):			
6	THIS DATE 29 October 1955	SIGNATURE	CHECK ONE 72

POSTED  
1 Oct 1955

SECRET

SEP 2 1955

MEMORANDUM FOR: Special Assistant, Intelligence

SUBJECT: RANDALL, Frederick C.  
Travel Authorization for Temporary Duty

REFERENCE: Memorandum for Special Assistant, Intelligence,  
from this office, subject,  
RANDALL, Frederick C., Request for Appointment  
dated 2 August 1955

It is requested that Mr. Randall be authorized approximately  
four days temporary duty at [redacted] enroute to his post of  
duty [redacted] for the purpose of consultation desired by this  
Agency.

FOR THE DEPUTY DIRECTOR, PLANS:

ORSON H. STEWART

Rewritten OCL -ho  
Distribution:  
Orig. 1 - Addressee  
1 - CPI  
1 - PS/SE  
2 - OCL  
1 - PI  
1 - CPN

WHIT BUCH

205 50 5 50 61 2

SECRET



APPLICATION FOR MEMBERSHIP  
in the CAREER STAFF of the  
CENTRAL INTELLIGENCE AGENCY

To the Director of Central Intelligence

Sir:

I submit herewith my application for membership in the Career Staff of the Central Intelligence Agency as defined below:

"The Career Staff of the Central Intelligence Agency is a group of carefully selected and trained individuals who accept an obligation to devote themselves to the needs of the Agency, and who intend to make a career with the Agency."

In accordance with this definition, I desire to devote myself to the faithful performance of duty in the Central Intelligence Agency, and I accept the obligations and conditions of that service which are determined to be essential to the furtherance of its mission.

I am aware of the many restrictions necessarily placed upon me by virtue of the security requirements inherent in my employment by the Central Intelligence Agency. I am also aware that as a member of the Career Staff, it will be my obligation to serve anywhere and at any time and for any kind of duty as determined by the needs of the Agency, and I have been assured that in order to carry out this policy, full consideration will be given to my particular capabilities, interests, and personal circumstances. By virtue of this application for membership and upon my acceptance in the Career Staff, I am assured that, with continuing satisfactory work performance and conduct on my part, just and equitable attention will be accorded my personal progress during my tenure in the Career Staff. I am also assured that, on my satisfactory completion of any assignments, I will be offered reassignments which are compatible insofar as possible with my abilities and career interests, and that I shall be entitled to the benefits now available or to be made available in the future to members of the Career Staff of the Central Intelligence Agency.

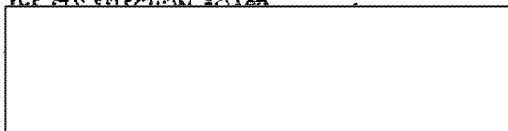
MEMBERSHIP IN THE CAREER STAFF OF  
THE CENTRAL INTELLIGENCE AGENCY  
APPROVED, TO TAKE EFFECT 10 SEP 1954  
FOR THE DIRECTOR OF CENTRAL INTELLIGENCE.  
EXECUTIVE DIRECTOR  
THE CIVILIAN SELECTION BOARD

*Frederick C. Randall*

(Signature)

*4 November 1954*

(Date)



SECRET

SECRET

STANDARD FORM 52 FORM 52 OF THE U.S. GOVERNMENT GSA GEN. REG. NO. 27 MAY 1962 EDITION GSA GEN. REG. NO. 27	VOUCHERED UNVOUCHERED
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REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr - Miss - Mrs - One given name, initial(s), and surname) <b>Mr. Frederick C. Randall</b>	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF RECEIPT <b>3 Aug 55</b>
5. NATURE OF ACTION REQUESTED A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>Reassignment</b>		6. EFFECTIVE DATE A. PROPOSED: <b>As soon as possible</b> B. APPROVED:	7. C.S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)			

FROM: <b>Intelligence Officer (FI)</b>	9. POSITION TITLE AND NUMBER	TO: <b>Intelligence Officer (FI)</b>
<b>GS</b> [ ] <b>\$7570.00</b> <b>P/A</b>	10. SERVICE GRADE AND SALARY	<b>GS</b> [ ] <b>\$7570.00</b> <b>P/A</b>
<b>DDP/FE</b>	11. ORGANIZATIONAL DESIGNATIONS	<b>DDP/FE</b>
[ ] FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	[ ] FIELD <input checked="" type="checkbox"/> DEPARTMENTAL <b>30:01</b>

13. REMARKS (Use reverse if necessary)  
 W-4 and Fitness Report attached. 2 copies of SF-52 forwarded to Security.  
 Transfer unused leave from [ ]  
 Subject to leave for the field on or about 15 Oct. 1955

14. SIGNATURE OF REQUESTING OFFICER <b>Personnel Officer</b>	15. SIGNATURE OF REQUESTING OFFICER [ ]
16. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) <b>x3780</b>	17. DATE OF REQUEST <b>19 Aug 55</b>
18. VETERAN PREFERENCE FROM: <input checked="" type="checkbox"/> WHO <input checked="" type="checkbox"/> OTHER <input type="checkbox"/> DEPT <input type="checkbox"/> TO POINT LEAVE OTHER	19. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VAC <input type="checkbox"/> I.A. <input type="checkbox"/> REAL
20. IS CLX RACE <input type="checkbox"/> N <input type="checkbox"/> W	21. IS APPROPRIATION <input type="checkbox"/> FUND. <input type="checkbox"/> TO
22. IS SUBJECT TO C.S. RETIREMENT ACT (YES-NO) <b>Yes</b>	23. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)
24. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	

25. STANDARD FORM 50 REMARKS  
 [ ]

26. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. FEEL OR ADJ. PAYMENT			
C. CLASSIFICATION			
D. PLACEMENT OR FUND.			
E.			
F. APPROVED BY			

SECRET

SECRET  
(When Filled In)

IN- AND OUT-CASUAL STATUS RECORD

1	NAME (LAST-FIRST-MIDDLE) RANDALL, Frederick C.	OFFICE OF CURRENT ASSIGNMENT (BY LAST ACTION) FE	SERVICE DESIGNATION DI
2	<input type="checkbox"/> IDENTIFY AS IN-CASUAL	DATE OF ARRIVAL CPB	DATE OF ARRIVAL U.S.

CPB WILL COMPLETE ITEMS 1, 2 AND 6 FOR ANY EMPLOYEE WHO:  
 1. REPORTS FOR DUTY UPON RETURN FROM A FOREIGN FIELD STATION ON PCS.  
 2. HAS TRAVEL ORDER AMENDED CHANGING DEPARTMENTAL DUTY STATUS FROM TDY TO PCS.

3	<input type="checkbox"/> REMOVE FROM IN-CASUAL STATUS	DATE ACTION EFFECTED
---	---	----------------------

THE WILL COMPLETE ITEMS 1, 3 AND 6 WHENEVER THE FOLLOWING ARE EFFECTED:  
 A. PERSONNEL ACTION ASSIGNING AN IN-CASUAL TO A DEPARTMENTAL POSITION.  
 B. PERSONNEL ACTION ASSIGNING AN IN-CASUAL TO ANOTHER FOREIGN FIELD POSITION.  
 C. PERSONNEL ACTION ASSIGNING AN IN-CASUAL TO A U.S. FIELD POSITION.  
 D. SEPARATION ACTION INVOLVING AN IN-CASUAL.

4	<input checked="" type="checkbox"/> PLACE IN OUT-CASUAL STATUS	DATE ACTION EFFECTED 25 Sep 55
---	--	-----------------------------------

THE WILL COMPLETE ITEMS 1, 4 AND 6 WHENEVER THE FOLLOWING ARE EFFECTED:  
 A. PERSONNEL ACTION ASSIGNING AN IN-CASUAL TO ANOTHER FOREIGN FIELD POSITION, PCS.  
 (i) PERSONNEL ACTION APPOINTING OR REASSIGNING AN EMPLOYEE TO A FOREIGN FIELD POSITION, *where permanent physical located in U.S.*

5	<input type="checkbox"/> REMOVE FROM OUT-CASUAL STATUS	DATE ACTION EFFECTED	DATE DEPARTED FROM U.S.
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THE AND/OR CPB WILL COMPLETE ITEMS 1, 5, AND 6 WHENEVER THE FOLLOWING ARE EFFECTED:  
 A. WHEN IPE HAS ESTABLISHED A DEFINITE DATE OF DEPARTURE FROM THE CONTINENTAL UNITED STATES, PCS.  
 B. PERSONNEL ACTION ASSIGNING AN OUT-CASUAL TO A U.S. FIELD STATION.  
 C. PERSONNEL ACTION ASSIGNING AN OUT-CASUAL TO A DEPARTMENTAL POSITION.  
 D. SEPARATION ACTION INVOLVING AN OUT-CASUAL.  
 F. RECEIPT OF AMENDED TRAVEL ORDER CHANGING MOVEMENT TO PCS WHILE SUBJECT IS ON TDY IN FIELD.

REMARKS (ADDITIONAL DATA CONCERNING IN- AND OUT-CASUAL STATUS, IF APPLICABLE):

*ef 10/3/55*

6	DATE 3 Oct 1955	BY S. F. WELLS	OFFICE [Signature]
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SECRET

22 June 1955

MEMORANDUM FOR: FE/Personnel

SUBJECT: Promotion of RANDALL, Frederick C.

1. Mr. Randall assumed his present duties as FI operations officer for [redacted] on 26 May 1954. Prior to that time he served as Chief, CE Unit, FE/S.

2. Mr. Randall has performed his duties as FI officer for [redacted] in an extremely satisfactory manner. The monthly letter of the Senior Representative to the Director has, without exception, stated that Headquarters support of the [redacted] Station has been efficient. Mr. Randall's performance is characterized by a high degree of industry and thoroughness. He has been described as one of those individuals to whom a supervisor can assign a task, and then turn to other matters with sure confidence that the job will be completed, to the last detail, and on time.

3. Mr. Randall has demonstrated clearly his growing ability to handle larger responsibilities. His transition from a CE Unit Chief's job to that of FI operations officer for the [redacted] Unit has been smooth. Once he learns a new technique or procedural method, Mr. Randall can put it into operation without further supervision.

4. Mr. Randall is strongly recommended for promotion to GS-12.

[redacted]

Chief, FE/S

SECRET

APR 23 1955  
JUN 23 1955  
JUN 23 1955



SECRET

STANDARD FORM 52 FORM 52 (REV. 11-1-53) U. S. CIVIL SERVICE COMMISSION GENERAL REG. PERSONNEL BUREAU OFFICE		VOUCHERED	
<b>REQUEST FOR PERSONNEL ACTION</b>			
REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.			
1. NAME (Mr. - Mrs. - One given name, initial(s), and surname) <b>Mr. Frederick C. Randall</b>		2. DATE OF BIRTH	3. REQUEST NO.
4. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>Promotion</b>		5. EFFECTIVE DATE & PROPOSED:	6. DATE OF REQUEST <b>23 May 1955</b>
B. PORTION (Specify whether establish, change grade or title, etc.)		B. APPROVED: <i>14 Aug 55</i>	
FROM— Intelligence Off. (FI) \$5440.00 P/A 6140. 6605. DDP/FE Washington, D. C.	7. POSITION TITLE AND NUMBER 8. SERVICE, GRADE, AND SALARY 9. ORGANIZATIONAL DESIGNATIONS 10. HEADQUARTERS	TO— Intelligence Off. (FI) \$7040.00 P/A 7570. DDP/FE Washington, D. C.	11. FIELD OR DEPARTMENTAL <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL SD:DI
A. REMARKS (Use reverse if necessary)  Data Sheet & Recommendation attached.			
13. VETERAN PREFERENCE NONE <input type="checkbox"/> WWII <input checked="" type="checkbox"/> OTHER <input type="checkbox"/> & PT <input type="checkbox"/> 15 POINT <input type="checkbox"/> 20043 OTHER		14. POST OFFICE ACTION NEW <input type="checkbox"/> VAC <input type="checkbox"/> P.A. <input type="checkbox"/> REEMP <input type="checkbox"/> SD:DI	
15. SEX M <input checked="" type="checkbox"/> W <input type="checkbox"/>	16. RACE W <input checked="" type="checkbox"/> N <input type="checkbox"/>	17. APPOINTMENT FROM: S-3700-20 TO: [redacted]	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
21. STANDARD FORM NO. 50 [redacted]		19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY) <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	
20. LEGAL RESIDENCE			
22. STANDARD FORM NO. 50 [redacted]			
APPROVED BY [redacted] 12 JUL 1955			
23. CLEARANCE	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CHIEF OF POLICE			
C. CLASSIFICATION			
D. PLACEMENT OR EMP.			
E.			
F. APPROVED BY [redacted] <b>SECRET</b> <i>7/29/55</i>			

SECRET  
(When Filled in)

DD/P

PERSONNEL DATA SHEET

NAME: Frederick C. Randall

AGE: 28

DATE: 23 May 1955

[REDACTED]  
AND DUTIES: Intell Off (FI)

DD/P UNIT: FE/5

PRIMARY CAREER  
DESIGNATION: SD:FI

PRESENT GRADE: GS-11

PRESENT T/O SLOT

PROPOSED GRADE: GS-12

NUMBER AND GRADE:

CIA TRAINING:

EDUCATION:

University of Omaha - BA  
George Washington University MA

LANGUAGE PROFICIENCY:

Spanish, slight

ASSESSED:

DATE:

TYPE OF POSITION: RESULTS

EXPERIENCE PRIOR TO CIA (excluding SSU-OSS):

1944 - 1946 USAF Message Center Chief

1948 - 1950 Processed Foods Manufacturers Manufacturers' Representative

SUMMARY OF CIA-SSU-OSS ASSIGNMENTS INCLUDING PREVIOUS GRADES AND DATES:

SOB CIA Oct 1951 - Jan 1953 Counterespionage Officer (GS-7 - Jan 1953)

Jan 1953 - Dec. 1953 Intell Officer (CE) GS-11

Dec 1953 - June 1954 " " (FI) GS-11

June 1954 to present " " " GS-11

Promoted to GS-11 - 20 December 1953. Intell. Officer (CE)

APPROVED BY THE CAREER SERVICE COMMITTEE

12 JUL 1955

RECOMMENDED BY

[REDACTED]

Chief, FE/5

CONCURRENTERS:

RECOMMENDATION OF CAREER SERVICE BOARD:

SECRET

STANDARD FORM 52 PREPARED BY THE U. S. CIVIL SERVICE COMMISSION ANNUALY 1943 - FEDERAL PERSONNEL MANAGEMENT ACT	VOUCHERED
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REQUESTING OFFICE: Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.  
If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr., Miss, Mrs.—One given name, initials, and surname) <b>Mr. Frederick C. Randall</b>	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST <b>11 May 1954</b>
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>Reassignment</b>		6. EFFECTIVE DATE A. PROPOSED	7. C S OR OTHER LEGAL AUTHORITY
B. POSITION (Specify whether establish, change grade or title, etc.)		B. APPROVED <b>6 JUN 1954</b>	

FROM— Ops Officer. (CE)	8. POSITION TITLE AND NUMBER	TO— I. O. (FI)
\$5940.00 p/a	9. SERVICE, GRADE, AND SALARY	Same
DOP/FE	10. ORGANIZATIONAL DESIGNATIONS	Same
CE Unit Washington, D. C.	11. HEADQUARTERS	Same
<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	12. FIELD OR DEPARTMENTAL	<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL

A. REMARKS (Use reverse if necessary)  
~~Slot presently occupied by [redacted] for whom a resignation action has been submitted~~

13. VETERAN PREFERENCE	14. POSITION CLASSIFICATION ACTION														
<table border="1"> <tr> <td>None</td> <td>5 PT.</td> <td>15 PART</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td><input checked="" type="checkbox"/></td> <td>DISAB OTHER</td> </tr> </table>	None	5 PT.	15 PART	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	DISAB OTHER	<table border="1"> <tr> <td>NEW</td> <td>VICE</td> <td>I A</td> <td>REAL</td> </tr> <tr> <td></td> <td></td> <td></td> <td></td> </tr> </table>	NEW	VICE	I A	REAL				
None	5 PT.	15 PART													
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	DISAB OTHER													
NEW	VICE	I A	REAL												
15. SEX (M W)	16. EMPLOY TO C S (YES-NO)	17. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)	18. LEGAL RESIDENCE STATE												
M W	Yes		<input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED												

19. STANDARD FORM 50 REMARKS

20. CLEARANCE	INITIAL OR SIGNATURE	DATE	REMARKS
A			
B. CIVIL OR PMA CONTROL	<i>Mc [signature]</i>		
C. CLASSIFICATION			
D. QUALIFYING FOR EMP.	<i>[signature]</i>		
E.			

STANDARD FORM 52  
 FORM 52-10 (1-54)  
 U. S. CIVIL SERVICE COMMISSION  
 GENERAL USE - FEDERAL EMPLOYEES  
 MANUAL CHAPTER 11

**REQUEST FOR PERSONNEL ACTION**

VOUCHERED

**REQUESTING OFFICE:** Fill in Items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr., Miss, Mrs.—One given name, initial(s), and surname) <b>Mr. Frederick C. Randall</b>	2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST <b>5 Feb 1954</b>
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>Reassignment</b>		6. EFFECTIVE DATE & PROPOSED: <b>FEB 14 1954</b>	7. C. S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		9. APPROVED:	

FROM: <b>Intel. Officer (CE)</b> \$5940 p/a <b>Counterespionage Unit</b> <b>Washington, D.C.</b>	10. POSITION TITLE AND DUTIES 11. SERVICE, GRADE, AND SALARY 12. ORGANIZATIONAL DESIGNATIONS 13. HEADQUARTERS	TO: <b>Ops Officer (CE)</b> \$5940 p/a <b>DDP/FE</b> <b>Counterespionage Unit</b> <b>Washington, D.C.</b>
<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	<input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL	

A. REMARKS (Use reverse if necessary)

B. REQUESTED BY (Name and title) <b>X-3363</b>	6. SIGNATURE [Signature]
C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension)	TITLE: <b>FE Personnel Officer</b>

13. VETERAN PREFERENCE				14. POSITION CLASSIFICATION ACTION					
NAME	WHI	OTHER	5 PT.	15 POINT	NEW	VICE	I. A.	REAL	
				CREAS. OTHER					
17. APPROPRIATION				18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)		19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSION ONLY)		20. LEGAL RESIDENCE STATE:	
[Signature]				Yes				[Signature]	

21. STANDARD FORM 52 REMARKS

22. WITNESSES	INITIALS OR SIGNATURE	DATE	REMARKS
A.			
B. CH. OR P.M. CONTROL	<b>JH</b>	<b>11 FEB 1954</b>	
C. CLASSIFICATION	<b>101</b>	<b>7/1</b>	
D. ELEMENT OR FISH			<b>9/1</b>

23. APPROVED BY: [Signature]

STANDARD FORM 52  
 FORM 52 OF THE  
 U. S. GOVERNMENT PRINTING OFFICE  
 WASHINGTON, D. C. 20540  
 GPO : 1953 O - 475-70-0

**REQUEST FOR PERSONNEL ACTION**

VOUCHERED

**REQUESTING OFFICE:** Fill in Items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr.—Miss—Mrs.—One given name, initial(s), and surname) RANDALL, Frederick		2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST 2 Jan. 1953
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) Excepted Appointment		6. EFFECTIVE DATE & PROPOSED: 2 Jan. 1953		7. C. S. OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)		9. APPROVED: 5X Jan 53 1953		

FROM—	10. POSITION TITLE AND NUMBER Intelligence Officer	TO—	
	11. SERVICE GRADE AND SALARY GS-5,060.00 per annum		
	12. ORGANIZATIONAL DESIGNATIONS DD/P FE/5 Counterespionage Unit		
	13. HEADQUARTERS Washington, D. C.		
<input type="checkbox"/> FIELD	<input type="checkbox"/> DEPARTMENTAL	<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL

14. REMARKS (Use reverse if necessary)  
 Slot No. 322 (49-12)  
 Transfer leave from

15. REQUESTED BY (Name and title) Cor. C/E	16. REQUEST APPROVED BY Signature Title: FI/PS
17. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) Extension 3363	

13. VETERAN PREFERENCE		14. POSITION CLASSIFICATION ACTION	
NONE	W/PT	OTHER'S PT.	15 POINT
		5000	OTHER
15. SEX	16. RACE	17. APPROPRIATION FROM:	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO)
		TO:	19. DATE OF APPOINTMENT AFFIDAVITS (SUCCESSORS ONLY)
			20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:

21. STANDARD FORM 50 REMARKS

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CIVIL RIGHTS CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR ENPL			
E.			

23. APPROVED BY

23

STANDARD FORM 52  
 FORM DATED BY THE  
 U. S. CIVIL SERVICE COMMISSION  
 JANUARY 1951 - FEDERAL PERSONNEL  
 MANUAL CHAPTER II

**REQUEST FOR PERSONNEL ACTION**

VOUCH RED

REQUESTING OFFICE: Fill in Items 1 through 12 and A through D except 6B and 7 unless otherwise instructed. If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr - Mrs - Miss - One given name, initials, and surname) **Frederick C. RANDALL** 2. DATE OF BIRTH [ ] 3. REQUEST NO. [ ] 4. DATE OF REQUEST **15 Oct 1953**

5. NATURE OF ACTION REQUESTED:  
 A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) **Promotion** 6. EFFECTIVE DATE & PROPOSED: [ ] 7. C. S. 20 OTHER LEGAL AUTHORITY [ ]

B. POSITION (Specify whether establish, change grade or title, etc.) [ ] 8. APPROVED: **20 DEC 1953**

FROM - **Intelligence Officer (CE)** [ ] POSITION TITLE AND NUMBER: [ ] TO - **Intelligence Officer (CE)** [ ]  
 9. SERVICE GRADE AND SALARY: **GS-9 \$5,060.00 p/a** 10. ORGANIZATIONAL DESIGNATION: **DDP/FE Counterespionage Unit**  
 11. HEADQUARTERS: **Washington, D. C.** 12. FIELD OR DEPARTMENTAL:  DEPARTMENTAL

A. REMARKS (Use reverse if necessary)  
**Form 59-44 attached.**

B. REQUESTED BY (Name and title) [ ] D. REQUEST: [ ]  
 Signature: [ ] Title: **FI/CMO**

C. FOR ADDITIONAL INFORMATION CALL (Name and telephone extension) **X-3363** 13. VETERAN PREFERENCE: NONE [ ] WWII [ ] OTHER [ ] 14. POSITION CLASSIFICATION ACTION: NEW [ ] VICE [ ] L.A. [ ] REAL [ ]

15. SEX: **M** 16. RACE: **W** 17. APPROPRIATION: FROM **4-3700-20** TO **3420** 18. SUBJECT TO C. S. RETIREMENT ACT (YES - NO): **Yes** 19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSORS ONLY): [ ] 20. LEGAL RESIDENCE:  CLAIMED  PROVED STATE: [ ]

21. STANDARD FORM 50 REMARKS: [ ]

22. CLEARANCES: INITIAL OR SIGNATURE DATE REMARKS  
 A. [ ] [ ] [ ]  
 B. [ ] [ ] [ ]  
 C. [ ] [ ] [ ]  
 D. [ ] [ ] [ ]  
 E. [ ] [ ] [ ]

F. APPROVED: [ ]

SECRET  
SECURITY INFORMATION

DD/P

PERSONNEL DATA SHEET

NAME: Frederick C. RANDALL

AGE:

DATE: 15 October 1953

AND DUTIES: Intel Officer CE

DD/P UNIT: FE

PRIMARY CAREER

DESIGNATION: FI

PRESENT GRADE: GS-9

PROPOSED GRADE: GS-11

CIA TRAINING: Phase 1, 2 and 3; SIC  
CE

PRESENT T/O SLOT

NUMBER AND GRADE: GS-12

PROPOSED T/O SLOT

NUMBER AND GRADE: GS-13

EDUCATION: BA - University of Omaha

MA - George Washington University

LANGUAGE PROFICIENCY: Spanish slight

ASSESSED:

DATE:

TYPE OF POSITION:

RESULTS:

EXPERIENCE PRIOR TO CIA (excluding SSU-OSS):

1944-1946

USAF Message Center Chief

1948-1950

Processed Foods Manufacturers

Manufacturers' Representative

SUMMARY OF CIA-SSU-OSS ASSIGNMENTS INCLUDING PREVIOUS GRADES AND DATES:

Oct 1951 to present - Counterespionage Officer (GS-9 - Jan 1953)

RECOMMENDED BY:

CONCURRENCES:

CYE/S  
RECOMMENDATION OF CAREER SERVICE BOARD:

APPROVED BY  
FI CAREER SERVICE BOARD  
DEC 11 1953

SECRET  
SECURITY INFORMATION

ENTRANCE ON DUTY NOTICE

Date 10 Sept 57  
10 September 1957

TO: OSO FDZ

FROM: Personnel Officer

Processing for entrance on duty of Frederick C. [redacted] Randall  
(Name)  
Intelligence assistant GS-7 \$3325.00  
(title, grade, and entrance salary)

has been completed and the applicant meets all standards for full employment with CIA. Signed clearance for entrance on duty has been received from Inspection and Security and made a part of the personnel file of this individual. Effective this date he/she is assigned to duty with your office.

POSTED  
[Signature]

(Signed) \_\_\_\_\_  
[redacted]



CENTRAL INTELLIGENCE AGENCY

2430 E STREET NW.  
WASHINGTON 25, D. C.

10 August 1951

Mr. Frederick G. Randall

[redacted]  
[redacted] Maryland

Dear Mr. Randall:

This is to advise that processing is continuing on your application for employment with this organization.

We regret to inform you that the processing is taking longer than originally anticipated, but as soon as final processing is completed, you will be notified immediately.

Thank you for your continued interest and patience.

Very truly yours,

[redacted]  
Personnel Division

CENTRAL INTELLIGENCE AGENCY

2430 E STREET NW.  
WASHINGTON 25, D. C.

28 June 1951.

Mr. Frederick C. Randall

Maryland

Dear Mr. Randall:

In reference to your application for employment, this letter is to assure you that the processing of your papers as a GS-7, \$ 8225.00 per annum is being continued by this agency. A definite offer of employment cannot be made, however, until such time as all processing has been completed.

The processing is a rather lengthy one; but when further information is available, we shall get in touch with you immediately.

In the meantime, it would be appreciated if you would advise us of any change in your present status, such as change of address, etc.

Your continued interest and patience are appreciated.

Very truly yours,

Personnel Division

CENTRAL INTELLIGENCE AGENCY  
2430 E STREET NW.  
WASHINGTON 25, D. C.

29 May 1951  
In reply refer to ED-4

Mr. Frederick C. Randell

[Redacted]  
[Redacted] Md.

Dear Mr. Randell:

This is to advise that actual processing of your application for employment with this Agency has been initiated. Specific details as to the type of appointment and salary will be contained in subsequent correspondence. Please direct all future correspondence to the undersigned.

If applicable, the attached form should be completed and returned within two weeks. Thank you for your prompt attention to this matter.

Very truly yours,

[Redacted]  
[Redacted]  
Personnel Division

Enclosure 2 37-82

CONFIDENTIAL

REPORT OF INTERVIEW

1/11/54 1954

Name of Candidate Frederick Randall

Position Considered for I.O.-ops Office OSI Interviewer

Personal appearance	Dignified .....	Natural .....	Awkward .....
	Well-groomed .... <input checked="" type="checkbox"/>	Clean .....	Slovenly .... <input type="checkbox"/>
	Wide-Awake .....	Stolid .....	Apathetic ... <input type="checkbox"/>
	Impressive .....	Ordinary .... <input type="checkbox"/>	Insignificant <input type="checkbox"/>
Personality	Persuasive .....	Responsive .. <input checked="" type="checkbox"/>	Taciturn .... <input type="checkbox"/>
	Imperturbable ... <input type="checkbox"/>	Steady .....	Excitable ... <input type="checkbox"/>
	Cheerful .....	Tranquil .....	Defected .... <input type="checkbox"/>
	Straight-forward. <input checked="" type="checkbox"/>	Reserved .....	Evasive .....
	Modest .....	Complacent .. <input type="checkbox"/>	Conceited ... <input type="checkbox"/>
	Dominant .....	Confident ... <input checked="" type="checkbox"/>	Submissive .. <input type="checkbox"/>

Is education adequate? Yes (✓) No ( ) Is language facility adequate? Yes ( ) No ( )

Area Knowledge adequate

Previous intelligence or related experience Nil

Salary level requested \$ G5-7 Lowest salary acceptable \$ \_\_\_\_\_

GENERAL RECOMMENDATION:

- Candidate is not recommended for employment. Reasons: \_\_\_\_\_
- Candidate is recommended for employment. Justification: opinion to be of better than average intelligence suitable for I.O. duties

SPECIFIC RECOMMENDATION for employment:

Position: I.O.-ops Branch III Division Z  
 Location: S.F.A.  
 Salary level: G5-7

RECOMMENDATION as to potential value of candidate to the organization in other than the position immediately under consideration: None

suitable for any position assigned abroad situation.  
(Enter any additional remarks on reverse side.)

FORM NO. 28-1  
JAN 1953

Signature of Interviewer

CONFIDENTIAL

REPORT OF INTERVIEW

26 April 1950

Name of Candidate FRED. RANDALL

Position Considered for I.O. Office 80 Interviewer

Personal Appearance	Dignified.....	Natural.....	<input checked="" type="checkbox"/>	Awkward....	_____
	Well-groomed..	Clean.....	<input checked="" type="checkbox"/>	Slovenly...	_____
	Wide-Awake....	Stolid.....	_____	Apathetic..	_____
	Impressive....	Ordinary....	_____	Insignificant	_____
Personality	Persuasive....	Responsive..	<input checked="" type="checkbox"/>	Taciturn....	_____
	Imperturbable..	Steady.....	_____	Excitable...	_____
	Cheerful.....	Terrific....	_____	Defeated....	_____
	Straight-forward	Reserved....	<input checked="" type="checkbox"/>	Evasive.....	_____
	Modest.....	Co-operative	<input checked="" type="checkbox"/>	Conceited...	_____
	Dominant.....	Confident...	<input checked="" type="checkbox"/>	Submissive..	_____

Is education adequate? Yes (  ) No ( ) Is language facility adequate? Yes ( ) No ( )

Area Knowledge adequate

Previous intelligence or related experience Nil

Salary level requested \$ GS-7 lowest salary acceptable \$ \_\_\_\_\_

General Recommendations:

- Candidate is ~~not~~ recommended for employment. Remarks: Appears to be good I.O. material
- Candidate is recommended for employment. Justification: \_\_\_\_\_

Specific Recommendation for employment:

Position: I.O. Branch II Division Z

Location: SEA

Salary level: GS-7

Recommendation as to potential value of candidate to the organization in other than the position immediately under consideration: \_\_\_\_\_

(Enter city and state of candidate's residence in this space)

Signature of Interviewer [Signature]

CONFIDENTIAL

SECRET

I am aware of the fact that the Central Intelligence Agency, by reason of the sensitive nature of its work, must observe very strict security measures. I agree to honor the requests of CIA relative to my application whether it be accepted or rejected. I agree not to inform anyone that I am being considered for a position in CIA. If questioned directly, I will say that I have applied for positions in various government agencies, and if pressed for an answer will acknowledge that CIA is one of them but will attach no particular significance to such application. I agree not to disclose personnel procedures I have observed in CIA. I agree not to discuss by name or otherwise, any individuals with whom I have talked in the course of my application to CIA.

Signed: Frederick C. Randall  
Date: April 26, 1951

SECRET

CONFIDENTIAL

REPORT ON SERVICE

4/26 1954

Name of Candidate

Frederick, Fredrick C

Position Considered for

Office

Interviewer

Personal Appearance

Dignified.....   
Well-groomed.....   
Wide-Awake.....   
Depressive.....

Natural.....   
Clean.....   
Stolid.....   
Ordinary.....

Awkward.....   
Slovenly.....   
Apathetic.....   
Insignificant.....

Personality

Persuasive.....   
Imperturbable.....   
Cheerful.....   
Straight-forward.....   
Modest.....   
Dominant.....

Responsive.....   
Steady.....   
Tranquil.....   
Reserved.....   
Co-operative.....   
Confident.....

Tactless.....   
Incapable.....   
Defected.....   
Evasive.....   
Conceited.....   
Submissive.....

*Very Good  
Impressive*

Is douchation adequate? Yes (  ) No ( )

Is language facility adequate? Yes (  ) No ( )

Area Knowledge

Previous intelligence or related experience

Salary level requested \$

Lowest salary acceptable \$ 357

General Recommendations

1. Candidate is not recommended for employment. Justification:

2. Candidate is recommended for employment. Justification: See report - leaving open for all accident

Specific Recommendation for employment:

Position: P Branch: 7 Division: F-22

Location: F

Salary level: 357

Recommendation as to potential value of candidate to the organization in other than the position immediately under consideration:

(Enter any limitations and conditions of recommendation here)

CONFIDENTIAL







SECRET

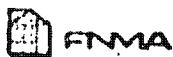
REPRODUCTION MASTERS

BIOGRAPHY

BIOGRAPHIC PROFILE

Handle With Care

SECRET



Federal National Mortgage Association

# REQUEST FOR VERIFICATION OF EMPLOYMENT

**INSTRUCTIONS LENDER:** Complete items 1 thru 7. Have applicant complete item 8. Forward directly to employer named in item 1.

**EMPLOYER:** Please complete either Part II or Part III as applicable. Sign and return directly to lender named in item 2.

<b>1 TO (Name and address of employer)</b>  CIA Langley, Virginia	<b>2 FROM (Name and address of lender)</b>  STANDARD FEDERAL SAVINGS AND LOAN ASSOCIATION 481 North Frederick Avenue Gaithersburg, Maryland 20760
--	---

<b>3 SIGNATURE OF LENDER</b> <i>Pat Buxton</i>	<b>4 TITLE</b> MORTGAGE LOAN DEPARTMENT	<b>5 DATE</b> 9/21/79	<b>6 LENDER'S NUMBER (optional)</b>
---	--	--------------------------	-------------------------------------

I have applied for a mortgage loan and stated that I am now or was formerly employed by you. My signature below authorizes verification of this information.

<b>7 NAME AND ADDRESS OF APPLICANT (Include employee or badge number)</b> Frederick C. Randall Virginia 22101	<b>8 SIGNATURE OF APPLICANT</b> <i>Frederick C. Randall</i>
---	--

## PART II - VERIFICATION OF PRESENT EMPLOYMENT

EMPLOYMENT DATA		PAY DATA			
<b>9 APPLICANT'S DATE OF EMPLOYMENT</b> 9/10/51	<b>12A BASE PAY</b> <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> HOURLY <input type="checkbox"/> MONTHLY <input type="checkbox"/> OTHER (specify) <input type="checkbox"/> WEEKLY			<b>12C FOR MILITARY PERSONNEL ONLY</b>	
<b>10 PRESENT POSITION</b> Intelligence Officer	\$18955.00			PAY GRADE	
<b>11 PROBABILITY OF CONTINUED EMPLOYMENT</b> Good	<b>12B EARNINGS</b>	YEAR TO DATE	PAST YEAR	TYPE	MONTHLY AMOUNT
<b>13 IF OVERTIME OR BONUS IS APPLICABLE, IS ITS CONTINUANCE LIKELY?</b>  OVERTIME <input type="checkbox"/> YES <input type="checkbox"/> NO BONUS <input type="checkbox"/> YES <input type="checkbox"/> NO	BASE PAY \$	\$5792.00		BASE PAY	\$
	OVERTIME \$			RATIONS	\$
	COMMISSIONS \$			FLIGHT OR HAZARD	\$
	BONUS \$			CLOTHING	\$
				QUARTERS	\$
				PRO PAY	\$
				OVERTIME OR COMPAY	\$

**14 REMARKS (If paid hourly, please indicate average hours worked each week during current and past year)**

<b>15 DATES OF EMPLOYMENT</b>	<b>16 SALARY, BONUS AT TERMINATION, PERIOD (Specify Month and Year)</b>
	BASE _____ OVERTIME _____ COMMISSIONS _____ BONUS _____
<b>17 REASON FOR LEAVING</b>	<b>18 POSITION HELD</b>

**19** \_\_\_\_\_

Office of Personnel  
Chief, Central Division      19 October 1979

THIS OFFICIAL PERSONNEL FOLDER IS ESTABLISHED, MAINTAINED AND CONTROLLED BY  
THE OFFICE OF PERSONNEL PURSUANT TO REGULATION

The following instructions have been established to govern use of this Official Personnel  
Folders

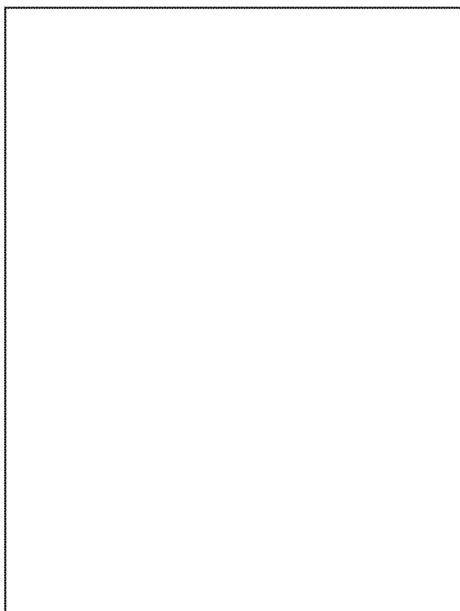
1. Folder will be HAND-CARRIED or transmitted by SPECIAL MESSENGER only.
2. Folder is security classified SECRET. In addition, the folder must be treated with strict regard for the PERSONAL and CONFIDENTIAL material concerning the employee.
3. Folder may be shown to employee covered ONLY UPON REQUEST TO and UNDER SUPERVISION of the Director of Personnel.
4. Material will be ADDED TO FOLDER ONLY by the Office of Personnel. Place any material to be incorporated in an envelope and attach to inside of folder (left-hand side).
5. Folder will be loaned only to AUTHORIZED Officials.
6. Folder MUST be returned to the Office of Personnel as soon as the need for it has been served. However, in no case will an individual loan of longer than 10 working days be authorized.

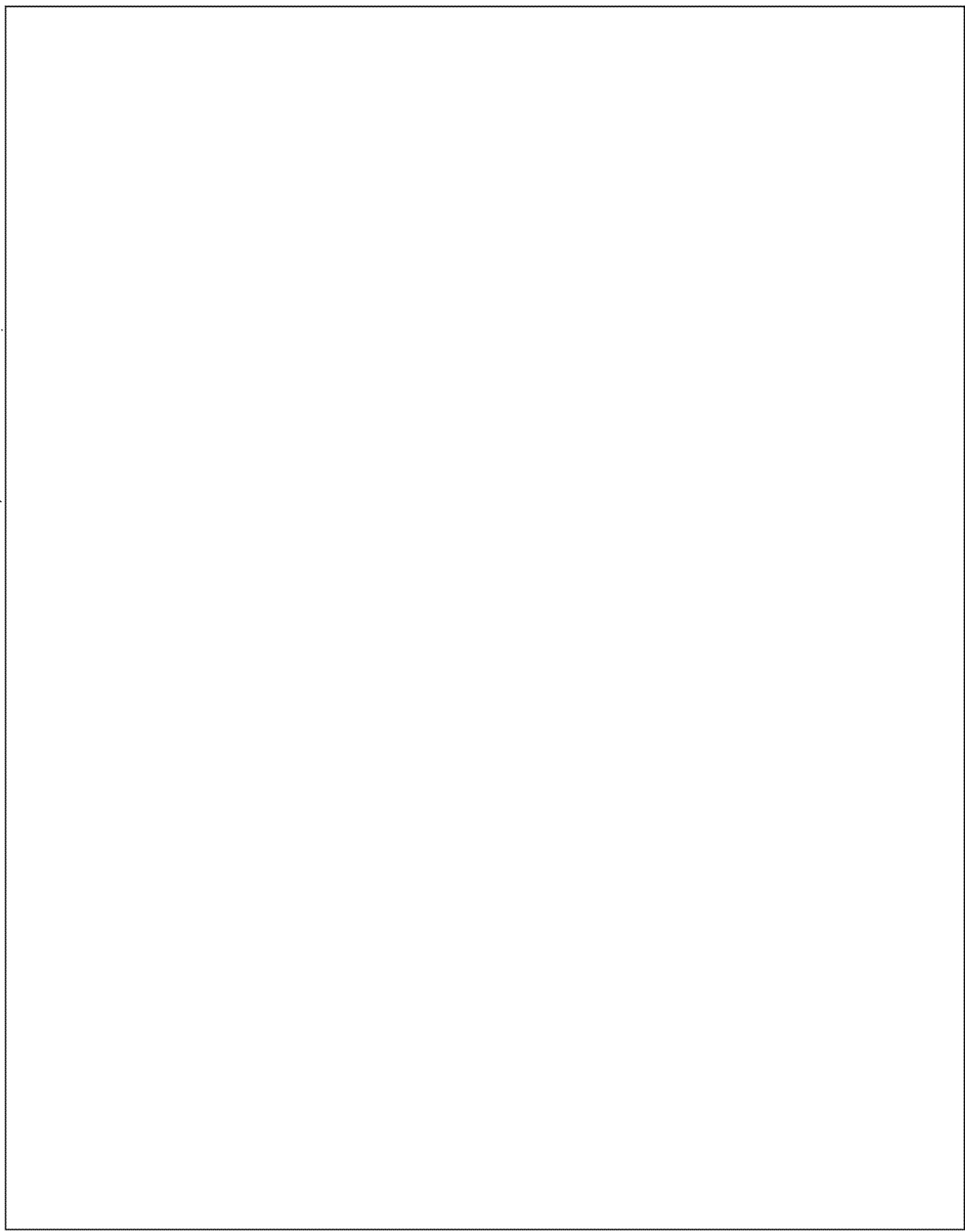
**TO TRANSFER FOLDER TO ANOTHER AUTHORIZED OFFICIAL'S CUSTODY**

Remove from this envelope ONE copy of Form 198a, Certified Report of Transfer, COMPLETE and FORWARD in a SEALED envelope to Personnel Files, Wing 1-H, Curie Hall. Folder remains charged to YOU unless a valid Form 198a is forwarded. ANY questions concerning the loan, release and transfer of this folder will be referred to Extension 4321.

FORM NO. 198b  
1 AUG 55

(4-7)





1 SERIAL NO		2 NAME		3 ORGANIZATION		4 FLIGHT		5 LWOP HOURS		
012176		RANDALL FREDERICK		53 716						
6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION		
Grade	Step	Salary	Effective Date	Grade	Step	Salary	Effective Date	WGI	QSI	ADJ
US 15 6		392,201	05/23/76	US 15 7		393,907	05/21/78			
CERTIFICATION AND AUTHENTICATION										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE										
SIGNATURE				DATE						
				15 OCT 1978						
<input checked="" type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> ON PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD										
CLERKS BY: TP FREDERICK FORM 10-73 560E Use previous editions PAY CHANGE NOTIFICATION										

CONGRESSIONAL RECORDS

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ALL

L52 121 015

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12067 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 5 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 30 OCTOBER 1978

NAME	AL NUMBER	FLY.	SENIOR-STEP	NEW SALARY
RANDALL FREDERICK	012176	155	US 15 7	\$45,792

11526

ALL

L52 121 015

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5 U.S.C. AND EXECUTIVE ORDER 12010 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 09 OCTOBER 1977

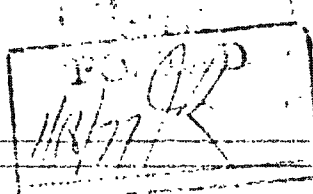
NAME	ID NUMBER	ORG.	SCH-GR-STEP	NEW SALARY
HARCALL FREDERICK	0012170	ISS	GS 15 6	\$42,201

12294

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

UJCS 01/15/77

1 SERIAL NUMBER <b>012170</b>		2 NAME (LAST FIRST MIDDLE) <b>KANIZALL FREDERICK</b>			
3 NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>			4 EFFECTIVE DATE MO DA YR <b>01 01 77</b>		5 CATEGORY OF EMPLOYMENT
6 FUNDS		<input checked="" type="checkbox"/> V TO V	<input type="checkbox"/> V TO CF	<input type="checkbox"/> CF TO V	<input type="checkbox"/> CF TO CF
7 TAN AND NSCA			8 CSC OR OTHER LEGAL AUTHORITY		
9 ORGANIZATIONAL DESIGNATIONS <b>DDO/ISS</b>			10 LOCATION OF OFFICIAL STATION <b>WASH., D.C.</b>		
11 POSITION TITLE <b>OPS OFFICER SAS</b>			12 POSITION NUMBER <input type="text"/>	13 CAREER SERVICE DESIGNATION <input type="text"/>	
14 CLASSIFICATION SCHEDULE (OS: LB, etc.) <b>GS</b>		15 OCCUPATIONAL SERIES <input type="text"/>	16 GRADE AND STEP <b>15</b>	17 SALARY OR RATE	
18 REMARKS <b>CHANGE OF SERVICE DESIGNATION FROM <input type="text"/></b>					
SIGNATURE OR OTHER AUTHENTICATION  <div style="text-align: right;"></div>					



"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11841 PURSUANT TO AUTHORITY OF E.O. AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND E.O. EXECUTIVE ORDER 11872."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1976

NAME	SERIAL	ORGN. FUNDS	GR-STEP	NEW SALARY
RANDALL FREDERICK	012170	93 050	V GS 15 6	\$35,415

1. SERIAL NO.	2. NAME	3. ORGANIZATION	4. FUNDS	5. LWOP HOURS		
012170	RANDALL FREDERICK					
A. OLD SALARY RATE		B. TYPE ACTION				
Grade	Step	Salary	Effective Date	WGI	QSI	ADJ.
GS 14	8	\$33,120	09/27/73			
C. NEW SALARY RATE		D. TYPE ACTION				
Grade	Step	Salary	Effective Date	WGI	QSI	ADJ.
GS 15	9	\$34,021	05/23/76			
CERTIFICATION AND AUTHORIZATION						
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE						
SIGNATURE				DATE		
				3/11/76		
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD						
PAY CHANGE NOTIFICATION						

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER 1017		7 NAME (LAST FIRST MIDDLE) DAVID M. FREDERICK	
3 NATURE OF PERSONNEL ACTION PROMOTION-CHANGE OF FUNCTIONAL CATEGORY			4 EFFECTIVE DATE SEP 27 76
6 FUNDS V TO V CF TO V			8 CSC OR OTHER LEGAL AUTHORITY
9 ORGANIZATIONAL DESIGNATIONS DDO/SERVICES STAFF OFFICE OF THE CHIEF, SERVICES STAFF OFFICE OF THE CHIEF		10 LOCATION OF OFFICIAL STATION WASH., D.C.	
11 POSITION TITLE OPS OFFICER SAS		12 POSITION NUMBER	13 SERV. DESIGNATION
14 CLASSIFICATION SCHEDULE (GS, LS, etc.) GS	15 OCCUPATIONAL SERIES	16 GRADE AND STEP 13 5	17 SALARY OR RATE 36500
18 REMARKS			
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL			
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING NUMERIC ALPHABETIC	22 STATION CODE
23 INT. EXPRESS	24 SPECIAL REFERENCE	25 RETIREMENT DATA	26 SEPARATION DATA CODE
27 VET PREFERENCE	28 SERV. COMP. DATE	29 LONG COMP. DATE	30 LATTER CATEGORY
31 PREVIOUS CIVILIAN GOVERNMENT SERVICE	32 LEAVE CAT. CODE	33 FEDERAL TAX DATA	34 STATE TAX DATA
35 SIGNATURE OR OTHER AUTHENTICATION		36 POSTED JUL 11 1976	

FILE

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11883 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTOBER 1975

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
RANDALL FREDERICK	012170	53	050	V GS 14 7	\$32,231

RDJ: 8 DEC 75

SECRET  
(When Filled In)

OCF NOTIFICATION OF PERSONNEL ACTION												
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)										
012170		RANDALL FREDERICK										
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE			5. CATEGORY OF EMPLOYMENT			
REASSIGNMENT-CHANGE OF HOME BASE AND FUNCTIONAL CATEGORY						12 01 75			REGULAR			
6. FUNDS		X		V TO V		V TO CF		7. PAN AND NSCA		8. CSC OR OTHER LEGAL AUTHORITY		
		CF TO V		CF TO CF								
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION						
DDO/SS OFFICE OF THE CHIEF, SERVICES STAFF OFFICE OF THE CHIEF						WASH., D.C.						
11. POSITION TITLE						12. POSITION NUMBER			13. SERVICE DESIGNATION			
OPS OFFICER SAS												
14. CLASSIFICATION SCHEDULE (GS, TB, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE				
GS						14 8		33126				
18. REMARKS												
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGREE CODE	24. HOURS CODE	25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
37	10	NUMERIC	ALPHABETIC	75013		1	MO DA YR		MO DA YR		MO DA YR	
28. NFE EXPIRES	29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. Correction/Cancellation Data		33. SECURITY REF NO.		34. SER			
MO DA YR		C.A.	F.A.	E.A.	T.M.	MO DA YR		EOD DATA				
35. VET PREFERENCE	36. SERV COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO.			
CODE	0 - NONE	MO DA YR	MO DA YR	CAR	BSBY	COGA	CODE	0 - WAIVER	1 - YES	HEALTH INS CODE		
41. PREVIOUS CIVILIAN GOVERNMENT SER/ICE	42. LEAVE CAT CODE	43. FEDERAL TAX DATA	44. STATE TAX DATA									
CODE	0 - NO PREVIOUS SERVICE	FORM EXECUTED	CODE	NO TAX EXEMPTIONS	FORM EXECUTED	CODE	NO TAX EXEMPTIONS	FORM EXECUTED	CODE	NO TAX EXEMPTIONS	STATE CODE	STATE CODE
	1 - NO BREAK IN SERVICE	1 - YES			1 - YES			1 - YES				
	2 - BREAK IN SERVICE (LESS THAN 3 YRS)	2 - NO			2 - NO			2 - NO				
	3 - BREAK IN SERVICE (MORE THAN 3 YRS)											
SIGNATURE OR OTHER AUTHENTICATION												
<div style="border: 1px solid black; padding: 5px; display: inline-block;">           POSTED DEC 1975 FR         </div>												

88-D

1 SERIAL NO		2 NAME		3 ORGANIZATION		4 FUNDS		5 LWOP REAS		
012170		RANDALL, FREDERICK		53 050		V				
6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION		
Grade	Step	Salary	Effective Date	Grade	Step	Salary	Effective Date	SI	ADJ	
GS-14	7	\$32231	05-27-73	GS-14	8	\$33126	11-09-75			
CERTIFICATION AND AUTHENTICATION										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.										
SIGNATURE							DATE			
/s/ F. W. M. JAHNEY - QUALITY STEP INCREASE							11-04-75			
<input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD										
CLERK'S INITIALS: [Handwritten initials]										
FORM 7-66 560E		Use previous editions						PAY CHANGE NOTIFICATION		(4-51)

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11811 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 OCTOBER 1974

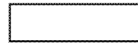
NAME	SERIAL	CRGR.	FUNDS	CR-STEP	NEW SALARY
RANDALL FREDERICK	012170	43 300	V	GS 14 7	\$30,699

FOR PURPOSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED,  
YOU ARE DESIGNATED EXEMPT.

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

RANDALL FREDERICK

012170



DLM: 12 MAY 75

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION									
1. SERIAL NUMBER <b>012170</b>		2. NAME (LAST-FIRST-MIDDLE) <b>RANDALL FREDERICK</b>							
3. NATURE OF PERSONNEL ACTION <b>CHANGE OF FAN</b>				4. EFFECTIVE DATE MO DA YR <b>05 08 75</b>		5. CATEGORY OF EMPLOYMENT <b>REGULAR</b>			
6. FUNDS		X V TO V		V TO CF		7. FAN AND NSCA		8. CSC OR OTHER LEGAL AUTHORITY	
		CF TO V		CF TO CF					
9. ORGANIZATIONAL DESIGNATIONS <b>DDO/SERVICES STAFF OFFICE OF THE CHIEF, SERVICES STAFF OFFICE OF THE CHIEF</b>					10. LOCATION OF OFFICIAL STATION <b>WASH., D.C.</b>				
11. POSITION TITLE <b>OPS OFFICER SAS</b>					12. POSITION NUMBER		13. SERVICE DESIGNATION		
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) <b>GS</b>			15. OCCUPATIONAL SERIES		16. GRADE AND STEP <b>14 7</b>		17. SALARY OR RATE <b>30699</b>		
18. REMARKS									
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL									
19. ACTION CODE <b>37</b>	20. EMPLOY CODE <b>10</b>	21. OFFICE CODING NUMERIC ALPHABETIC <b>53050 SS</b>		22. STATION CODE <b>75013</b>	23. INTEGREE CODE	24. HOURS CODE <b>1</b>	25. DATE OF BIRTH MO DA YR	26. DATE OF GRADE MO DA YR	27. DATE OF LEI MO DA YR
28. DATE EXPIRES MO DA YR	29. SPECIAL REFERENCE	30. RETIREMENT DATA 1. CSC 2. CIA 3. FICA 4. NONE		31. SEPARATION DATA CODE	32. CONNECTION/COMPLETION DATA TYPE MO DA YR		33. SECURITY REQ NO	34. SEX	
					<b>EOD DATA</b> →				
35. VET PREFERENCE CODE 0 - NONE 1 - 5 PT 2 - 10 PT	36. SERV COMP DATE MO DA YR	37. LONG COMP DATE MO DA YR	38. CAREER CATEGORY CAR CIV EMPV JUMP		39. REG'L / HEALTH INSURANCE CODE 0 - A/NEVER 1 - YES		40. SOCIAL SECURITY NO		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE (LESS THAN 3 YRS) 3 - BREAK IN SERVICE (MORE THAN 3 YRS)				42. LEAVE CAT CODE	43. FEDERAL TAX DATA FORM EXEMPTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO		44. STATE TAX DATA FORM EXEMPTED CODE NO TAX EXEMPTIONS 1 - YES 2 - NO		
SIGNATURE OR OTHER AUTHENTICATION									
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <b>POSTED</b>  <i>JK 5/13/75</i> </div>									

LMP: 20 MAR 75

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1 SERIAL NUMBER 012170		2 NAME (LAST FIRST MIDDLE) RANDALL FREDERICK									
3 NATURE OF PERSONNEL ACTION REASSIGNMENT					4 EFFECTIVE DATE 03   16   75		5 CATEGORY OF EMPLOYMENT REGULAR				
6 FUNDS		V TO V		V TO CF		7. FAN AND NBGA		8 CSC OR OTHER LEGAL AUTHORITY			
		CF TO V		CF TO CF							
9. ORGANIZATIONAL DESIGNATIONS DDO/SERVICES STAFF OFFICE OF THE CHIEF, SERVICES STAFF OFFICE OF THE CHIEF					10 LOCATION OF OFFICIAL STATION WASH., D.C.						
11. POSITION TITLE OPS OFFICER SAS					12 POSITION NUMBER		13 SERVICE DESIGNATION				
14. CLASSIFICATION SCHEDULE (GS, LB, etc.) GS			15. OCCUPATIONAL SERIES		16. GRADE AND STEP 14 7		17 SALARY OR RATE 30699				
18. REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE 37	20 Employ Code 10	21 OFFICE CODING NUMERIC: 53050 ALPHABETIC: SS		22 STATION CODE 75013	23 INSCAPE CODE	24 Hqs/In Code	25 DATE OF BIRTH		26 DATE OF GRADE	27 DATE OF LET	
28 DATE EXPIRES		29 SPECIAL REFERENCE		30 RETIREMENT DATA		31 SEPARATION DATA CODE		32 Contract/Conversion Code		33 SECURITY REG NO	34 SER
								EOD DATA			
28 VET PREFERENCE		26 SERV COMP DATE		27 LONG COMP DATE		28 CAREER CATEGORY		29 FEGLI / HEALTH INSURANCE		40 SOCIAL SECURITY NO	
41 PREVIOUS CIVILIAN GOVERNMENT SERVICE				42 LEAVE CAT CODE		43 FEDERAL TAX DATA			44 STATE TAX DATA		
SIGNATURE OR OTHER AUTHENTICATION											
FROM: FRD											
<div style="border: 1px solid black; padding: 5px; display: inline-block;">           POSTED  <i>[Signature]</i>            03/16/75         </div>											



RCS: 10 DEC 73

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
1 SERIAL NUMBER		2 NAME (LAST, FIRST, MIDDLE)									
012170		RANDALL FREDERICK									
3 NATURE OF PERSONNEL ACTION						4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT			
REASSIGNMENT						11   21   73		REGULAR			
6 FUNDS		7 V TO V		7 V TO CF		7 PAN AND NSCA		8 CSC OR OTHER LEGAL AUTHORITY			
X											
9 ORGANIZATIONAL DESIGNATIONS						10 LOCATION OF OFFICIAL STATION					
DDO/FR DIVISION BRANCH III						WASH., D.C.					
11 POSITION TITLE						12 POSITION NUMBER		13 SERVICE DESIGNATION			
OPS OFFICER CH								0			
14 CLASSIFICATION SCHEDULE (GS, LS, etc.)			15 OCCUPATIONAL SERIES			16 GRADE AND STEP			17 SALARY OR RATE		
GS						14 7			29095		
18 REMARKS											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODES		22 STATION CODE	23 INTEGRAL CODE	24 PLANT CODE	25 DATE OF BIRTH		26 DATE OF GRADE		27 DATE OF EEI
37	10	43300	FRD	75013		1					
28 INT. EXP. DATE		29 SPECIAL REFERENCE		30 RETIREMENT DATA		31 SEPARATION DATA CODE		32 CORRECTION/COMPLIATION DATA		33 SECURITY REG. NO.	
										100 DATA	
35 VET. PREFERENCE		36 SERV. COMP. DATE		37 LONG. COMP. DATE		38 CAREER CATEGORY		39 FEEDBACK HEALTH INSURANCE		40 SOCIAL SECURITY NO.	
41 FEDERAL CIVILIAN GOVERNMENT SERVICE				42 LEAVE CAT. CODE		43 FEDERAL PAY DATA		44 STATE TAX DATA			
45 SIGNATURE OF OTHER AUTHENTICATING OFFICER											
<div style="float: right; border: 1px solid black; padding: 5px;"> <b>POSTED</b>  <i>11/18/73 M-72</i> </div>											

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

1 SERIAL NUMBER 012170		2 NAME (LAST-FIRST MIDDLE) RANDALL FREDERICK	
3 NATURE OF PERSONNEL ACTION REASSIGNMENT		4 EFFECTIVE DATE MO DA YE 07 01 74	5 CATEGORY OF EMPLOYMENT
6 FUNDS	<input checked="" type="checkbox"/> V TO V	<input type="checkbox"/> V TO G	7 FAR AND NCSA
<input type="checkbox"/> G TO V	<input type="checkbox"/> G TO G	8 CSC OR OTHER LEGAL AUTHORITY	
9 ORGANIZATIONAL DESIGNATIONS DDO/FRD		10 LOCATION OF OFFICIAL STATION WASH., D.C.	
11 POSITION TITLE IPS OFFICER CH		12 POSITION NUMBER	13 CAREER SERVICE DESIGNATION
14 CLASSIFICATION SCHEDULE (GS, LB, etc) GS	15 OCCUPATIONAL SERIES	16 GRADE AND STEP 14	17 SALARY OR RATE
18 REMARKS			
SIGNATURE OF OFFICER AUTHENTICATING			
			POSTED 18749 JK

SECRET

RCS: 14 JAN 74

(When Filled In)

NOTIFICATION OF PERSONNEL ACTION											
JKF											
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)									
01217J		RANDALL FREDERICK									
3 NATURE OF PERSONNEL ACTION				4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT					
REASSIGNMENT - CORRECTION				11/21/73		REGULAR					
6 FUNDS		V TO V		V TO CF		7. FAN AND NSCA		8 CSC OR OTHER LEGAL AUTHORITY			
A		CF TO V		CF TO CF							
9 ORGANIZATIONAL DESIGNATIONS						10 LOCATION OF OFFICIAL STATION					
DDO/FR DIVISION BRANCH III						WASH., D.C.					
11 POSITION TITLE						12 POSITION NUMBER		13 SERVICE DESIGNATION			
OPS OFFICER CH											
14 CLASSIFICATION SCHEDULE (GS, LS, etc.)				15 OCCUPATIONAL SERIES		16 GRADE AND STEP		17 SALARY OR RATE			
GS						14 7		29895			
18 REMARKS											
THIS ACTION CORRECTS FORM 1150 EFFECTIVE DATE 11/21/73 AS FOLLOWS: ITEM NO. 7, FAN NUMBER, WHICH READ [ ] TO READ [ ]											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
19 ACTION CODE	20 EMPLOY CODE	21 OFFICE CODING		22 STATION CODE	23 OFFICER CODE	24 TRIPS CODE	25 DATE OF BIRTH	26 DATE OF GRADE	27 DATE OF SER		
58	1J	433J	FRD	75813	1						
28 VET EMPLOY		29 SPECIAL ASSIGNMENT		30 ASSIGNMENT DATA		31 SEPARATION DATA CODE		32 Correction - Comment on Data		33 SOCIAL SECURITY NO.	
						37		11/21/73		100 DATA	
35 VET PREFERENCE		36 SERV COMP DATE		37 LONGS COMP DATE		38 LATTER CATEGORY		39 HEALTH INSURANCE		40 SOCIAL SECURITY NO.	
41 FEDERAL CIVILIAN EMPLOYMENT SERVICE				42 STATE EMP		43 FEDERAL TAX DATA		44 STATE TAX DATA			
45				46		47		48			
49 SIGNATURE OF OTHER AUTHENTICATION											
<div style="border: 1px solid black; padding: 5px; display: inline-block;">             POSTED              1/15/74           </div>											

DMS

SECRET

10

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11739 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 OCTOBER 1973

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
RANDALL FREDERICK	012170	43	275	V GS 14 7	\$29,095

G-28

1. SERIAL NO.		2. NAME		3. ORGANIZATION		4. FUNDS		5. LWOP HOURS	
012170		RANDALL FREDERICK		43 250		V			
6. OLD SALARY RATE				7. NEW SALARY RATE				8. TYPE ACTION	
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	EFFECTIVE DATE	SA	ADJ.
GS	14	6	\$26,938	05/30/71	GS	14	7	\$27,708	05/27/73
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE						DATE			
						5 MAY 1973			
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS						AUDITED BY			
FORM 7-68 560 E		Use previous editions		PAY CHANGE NOTIFICATION				(4-51)	

COMPENSATION & TAX DIVISION

MAY 21 11 52 AM '73

RMB

SECRET  
(When Filled In)

DMS: 18 JUNE 73

NOTIFICATION OF PERSONNEL ACTION											
OCF											
1 SERIAL NUMBER		2 NAME (LAST FIRST MIDDLE)									
012170		RANDALL FREDERICK									
3 NATURE OF PERSONNEL ACTION						4 EFFECTIVE DATE		5 CATEGORY OF EMPLOYMENT			
REASSIGNMENT AND DELEGATION OF NSCA						06   13   73		REGULAR			
6 FUNDS		7 V TO V		8 V TO CF		9 Financial Analysis No. Chargeable		10 CSC OR OTHER LEGAL AUTHORITY			
X											
11 ORGANIZATIONAL DESIGNATIONS						12 LOCATION OF OFFICIAL STATION					
DDO/FR DIVISION BRANCH, II						WASH., D.C.					
13 POSITION TITLE						14 POSITION NUMBER		15 SERVICE DESIGNATION			
OPS OFFICER CH											
16 CLASSIFICATION SCHEDULE (GS, LB, etc)			17 OCCUPATIONAL SERIES			18 GRADE AND STEP			19 SALARY OR RATE		
GS						14 7			27708		
18 REMARKS											
HOME BASE: EA											
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL											
20 ACTION CODE		21 OFFICE CODING		22 STATION CODE		23 INTEREST CODE		24 HOURS CODE		25 DATE OF BIRTH	
										MO DA YR	
26 FTE EXPIRES		27 SPECIAL REFERENCE		28 RETIREMENT DATA		29 SEPARATION DATA CODE		30 Separation / Concussion Date		31 SECURITY SEQ NO	
MO DA YR				CODE		TYPE		MO DA YR		32 SER	
33 VET PREFERENCE		34 SERV COMP DATE		35 LONG COMP DATE		36 EARLIER CATEGORY		37 FECA / HEALTH INSURANCE		38 SOCIAL SECURITY NO	
CODE		MO DA YR		MO DA YR		CODE		STATE / FEDERAL / HEALTH INSURANCE		CODE	
39 PREVIOUS CIVILIAN GOVERNMENT SERVICE				40 LEAVE CAT CODE		41 FEDERAL TAX DATA		42 STATE TAX DATA			
CODE				CODE		CODE		CODE			
SIGNATURE OR OTHER AUTHENTICATION											
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p><b>POSTED</b></p> <p>with 6-19-73</p> </div>											

SECRET

14-00000

When Added

14-00000

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 9 JANUARY 1972

NAME	SERIAL	ORGN.	FUNDS	GR	STEP	NEW SALARY
RANDALL FREDERICK	012170	43	250	V	GS 14 6	\$25,620

"PAY ADJUSTMENT IN ACCORDANCE WITH 5 U.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 08 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 07 JANUARY 1973

EFFECTIVE DATE OF PAY ADJUSTMENT CORRECTED FROM  
7 JAN 1973 TO 1 OCT 1972 UNDER EXECUTIVE ORDER  
11777, BY

NAME	SERIAL	ORGN.	FUNDS	GR	STEP	NEW SALARY
RANDALL FREDERICK	012170	43	250	V	GS 14 6	\$26,938

EFFECTIVE DATE OF PAY ADJUSTMENT IS CORRECTED FROM  
7 JAN 1973 TO 1 OCT 1972 UNDER EXECUTIVE ORDER  
11777, DATED 12 APR 1974.

D-23

1 SERIAL NO		2 NAME		3 ORGANIZATION		4 FUNDS		5 LWOP HOURS	
012170		RANDALL FREDERICK		43 300		V			
6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION	
Grade	Step	Salary	Law Eff Date	Grade	Step	Salary	EFFECTIVE DATE	AD	ADJ
GS 14	5	\$23,591	06/01/69	GS 14	6	\$24,265	05/30/71		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL OF COMPETENCE.									
SIGNATURE						DATE			
[Redacted Signature]						11 March 1971			
<input type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS						DATED BY			
B P B						[Signature]			
FORM 7-65 360 E Use previous editions PAY CHANGE NOTIFICATION (4-51)									

MAY 24 4 47 PM '71

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL-91-656 AND EXECUTIVE ORDER 11576 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 JANUARY 1971

NAME	SERIAL	ORGN	FUNDS	GR-STEP	NEW SALARY
RANDALL FREDERICK	012170	43 300	V	GS 14 5	\$23,591





"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 28 DECEMBER 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
RANDALL FREDERICK	012170	43	300	V GS 14 5	\$22,263

"PAY ADJUSTMENT IN ACCORDANCE WITH SECTION 212 OF PL 90-200 AND EXECUTIVE ORDER 11474 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 JULY 1969

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	NEW SALARY
RANDALL FREDERICK	012170	43	300	GS 14 5	\$21,003

D24

1 SERIAL NO		2 NAME		3 ORGANIZATION		4 FUNDS		5 LWOP HOURS	
012170		RANDALL FREDERICK		43 300		CF			
6 OLD SALARY RATE				7 NEW SALARY RATE				8 TYPE ACTION	
Grade	Step	Salary	Last Eff Date	Gr/Le	Step	Salary	EFFECTIVE DATE	SI	ADJ
GS 14	4	\$18,641	06/04/67	GS 14	5	\$19,200	06/01/69		
CERTIFICATION AND AUTHENTICATION									
I CERTIFY THAT THE WORK OF THE ABOVE-NAMED EMPLOYEE IS OF ACCEPTABLE LEVEL <i>by experience</i>									
SIGNATURE					DATE				
					<i>14 OCT - 67</i>				
<input checked="" type="checkbox"/> NO EXCESS LWOP <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD <input type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD									
CLERKS INITIALS		DH <i>2</i> <i>800</i>							
FORM 7-66 560 E Use previous editions		PAY CHANGE NOTIFICATION						(4-81)	

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12

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"PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11612 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 6 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 16 JULY 1968

NAME	SERIAL	GRG	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
RANDALL FREDERICK	012170	43	300	CF GS 14 4	\$17,425	\$18,641

SECRET  
(When Filled In)

MAN: 17 OCT 67

NOTIFICATION OF PERSONNEL ACTION																	
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)															
012173		RANDALL FREDERICK															
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT									
REASSIGNMENT						10 16 1967		REGULAR									
6. FUNDS		V TO V		V TO CF		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY									
CF TO V		X		CF TO CF													
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION											
DDP/JOD U. S. FIELD INTELLIGENCE OPERATIONS GROUP						WASH., D.C.											
11. POSITION TITLE						12. POSITION NUMBER		13. SERVICE DESIGNATION									
OPS OFFICER								D									
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE									
GS						14 4		16675									
18. REMARKS																	
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL																	
19. ACTION CODE		20. EMPLOY CODE		21. OFFICE CODING		22. STATION CODE		23. INTEGREE CODE		24. ADDRESS CODE		25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
				NUMERIC ALPHABETIC		CODE		CODE		Code		MO DA YR		MO DA YR		MO DA YR	
28. NTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REG NO		34. SER					
MO DA YR				1 - CSC 2 - CIA 3 - PCA 4 - NSA		CODE		TYPE MO DA YR		EOD DATA							
35. VET PREFERENCE		36. SERV COMP DATE		37. LONG COMP DATE		38. CAREER CATEGORY		39. FEGLI/HEALTH INSURANCE		40. SOCIAL SECURITY NO							
CODE 0 - NONE 1 - 5 YR 2 - 10 YR		MO DA YR		MO DA YR		CAREER CATEGORY PART-TIME		CODE 0 - NONE 1 - YES		HEALTH INSURANCE CODE							
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT		43. FEDERAL TAX DATA		44. STATE TAX DATA									
CODE 0 - NO PREVIOUS SERVICE 1 - NO BREAK IN SERVICE 2 - BREAK IN SERVICE LESS THAN 1 YR 3 - BREAK IN SERVICE LONGER THAN 1 YR				CODE		CODE		CODE		CODE							
SIGNATURE OR OTHER AUTHENTICATION												POSTED PS 10/17/67					

14-00000

PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206  
PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949,  
AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 8 OCTOBER 1967

NAME	SERIAL	ORGN.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
RANDALL FREDERICK	012170	43	500	CF GS 14-4	\$16,675	\$17,425

SECRET  
(When Filled In)

MAH: 7 JUNE 67

NOTIFICATION OF PERSONNEL ACTION										
1. SERIAL NUMBER		2. NAME (LAST-FIRST MIDDLE)								
012170		RANDALL FREDERICK								
3. NATURE OF PERSONNEL ACTION					4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT			
PROMOTION					NO. DA YR 06   04   67		REGULAR			
A. FUNDS		V TO V		V TO CP		7. Financial Analysis No. Chargeable		8. CSC OR OTHER LEGAL AUTHORITY		
CP TO V		X		CP TO CP						
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION					
DDP/DOD U.S. FIELD					WASH., D.C.					
11. POSITION TITLE					12. POSITION NUMBER		13. SERVICE DESIGNATION			
OPS OFFICER SAT					0199		D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE			
GS					14 4		16675			
18. REMARKS										
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL										
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGREE CODE	24. ADDRESS CODE	25. DATE OF BIRTH		26. DATE OF GRADE	27. DATE OF LEI
		NUMERIC ALPHABETIC					NO. DA YR		NO. DA YR	
							06   04   67		06   04   67	
28. HIE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CONCILIATION DATA		33. SECURITY REQ NO
NO. DA YR								EOD DATA		34. SEC
35. VET. PREFERENCE		36. SERV. COMP. DATE		37. LONG COMP. DATE		38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO
CODE		NO. DA YR		NO. DA YR		CODE		CODE		CODE
1 - NONE		NO. DA YR		NO. DA YR		1 - YES		1 - YES		
2 - 50%						2 - NO		2 - NO		
3 - 75%										
4 - 100%										
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT. CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA		
CODE				CODE		CODE		CODE		
1 - NO PREVIOUS SERVICE				1 - YES		1 - YES		1 - YES		
2 - YES IN SERVICE - LESS THAN 3 YEARS				2 - NO		2 - NO		2 - NO		
3 - YES IN SERVICE (MUD, TRAIN, ETC.)										
SIGNATURE OR OTHER AUTHENTICATION										
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p>POSTED 6-9-67</p> </div>										

PJH: 9 MAR 67

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION												
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)										
012170		RANDALL FREDERICK										
3. NATURE OF PERSONNEL ACTION						4. EFFECTIVE DATE			5. CATEGORY OF EMPLOYMENT			
DESIGNATION AS PARTICIPANT IN CIA RETIREMENT AND DISABILITY SYSTEM						MO DA YR. 03   12   67			REGULAR			
A. FUNDS		V TO V		V TO CF		7. Financial Analysis No. Chargeable			8. CSC OR OTHER LEGAL AUTHORITY			
		CF TO V		CF TO CF								
9. ORGANIZATIONAL DESIGNATIONS						10. LOCATION OF OFFICIAL STATION						
DDP/DOD						WASH., D.C.						
11. POSITION TITLE						12. POSITION NUMBER			13. SERVICE DESIGNATION			
									D			
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)				15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE				
						13						
18. REMARKS												
EMPLOYEE WILL RECEIVE NOTIFICATION FROM THE DIRECTOR OF PERSONNEL OF THIS DESIGNATION.												
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGREE CODE	24. MGRS. CODE	25. DATE OF BIRTH		26. DATE OF GRADE		27. DATE OF LEI	
		NUMERIC ALPHABETIC					MO DA YR.		MO DA YR.		MO DA YR.	
28. HIE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REQ NO		34. SEX
MO DA YR.				E		TYPE		MO DA YR.		EOD DATA		
35. VET. PREFERENCE		36. SERV. COMP. DATE		37. LEAVE COMP. DATE		38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO		
CODE		MO DA YR.		MO DA YR.		CODE		CODE		CODE		
41. PREVIOUS CIVILIAN GOVERNMENT SERVICE				42. LEAVE CAT. CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA				
CODE				CODE		CODE		CODE				
1. NO PREVIOUS SERVICE				1. YES		NO TAX EXEMPTIONS		FORM EXECUTED		CODE		
2. NO PREVIOUS SERVICE				2. NO		NO TAX EXEMPTIONS		FORM EXECUTED		STATE CODE		
3. PREVIOUS SERVICE (DATE FROM TO)								FORM EXECUTED		EXEMPT		
4. PREVIOUS SERVICE (DATE FROM TO)								FORM EXECUTED		EXEMPT		
SIGNATURE OR OTHER AUTHENTICATION												
<div style="border: 1px solid black; padding: 5px; display: inline-block;"> <p>POSTED</p> <p>3-10-67 PJH</p> </div>												

FORM 1120

Use Previous Edition

SECRET

*o/c*

GROUP 1  
EXCLUDED FROM AUTOMATIC  
DOWNGRADING AND  
DECLASSIFICATION

(When Filled In)

7-2-5

RZF: 27 JUL 65

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION												
1. SERIAL NUMBER		2. NAME (LAST-FIRST-MIDDLE)										
012170		RANDALL FREDERICK										
3. NATURE OF PERSONNEL ACTION				4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT						
REASSIGNMENT				07   27   65		REGULAR						
6. FUNDS		V TO V		V TO CF		7. COST CENTER NO. CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY				
CF TO V		X		CF TO CF								
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION							
DOP/DOD US FIELD					WASH., D.C.							
11. POSITION TITLE					12. POSITION NUMBER		13. SERVICE DESIGNATION					
OPS OFFICER												
14. CLASSIFICATION SCHEDULE (GS, LB, etc.)			15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE					
GS					13 6		14175					
18. REMARKS												
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGREE CODE	24. HOURS CODE	25. DATE OF BIRTH		26. DATE OF GRADE	27. DATE OF LEA		
37	10	NUMERIC	ALPHABETIC	75013		2	MO	DA	YR	MO	DA	YR
		43620	D00									
29. MTE EXPIRES		29. SPECIAL REFERENCE		30. RETIREMENT DATA		31. SEPARATION DATA CODE		32. CORRECTION/CANCELLATION DATA		33. SECURITY REG. NO		34. SEX
NO	DA	YR		1. CBL	2. FICA	3. NONE	TYPE	NO	DA	YR		
35. VET PREFERENCE		36. SERV. COMP DATE		37. LEAVE COMP DATE		38. CAREER CATEGORY		39. FEGLI / HEALTH INSURANCE		40. SOCIAL SECURITY NO		
CODE	0 - NONE	NO.	DA	YR	NO.	DA	YR	CAR	DEPT	CODE	0 - WAIVER	HEALTH INS CODE
	1 - 5 PT							PHG.	EMP		1 - YES	
	2 - 10 PT										2 - NO	
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE CAT CODE		43. FEDERAL TAX DATA		44. STATE TAX DATA				
CODE	0 - NO PREVIOUS SERVICE					FORM EXCLUDED	CODE	NO. PAY DEFERMENTS	FORM EMPLOYED	CODE	NO. PAY STATE CODE	
	1 - NO BREAK IN SERVICE					1 - YES		1 - YES	1 - YES			
	2 - BREAK IN SERVICE (LESS THAN 3 YRS)					2 - NO		2 - NO	2 - NO			
	3 - BREAK IN SERVICE (MORE THAN 3 YRS)											

FROM: FE - 2

SIGNATURE OR OTHER AUTHENTICATION

*[Handwritten Signature]*  
07/27/65



24

1. Serial No.		2. Name		3. Cost Center Number		4. (WOP) Hours				
012170		RANDALL FREDERICK		43 620 CF		—				
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LSI	ADI
GS	13	6	\$13,113	10/11/64	GS	13	7	\$15,261	10/09/66	
8. Remarks and Authorization										
<p> <input checked="" type="checkbox"/> NO EXCESS LWOP  <input checked="" type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD  <input checked="" type="checkbox"/> LWOP STATUS AT END OF WAITING PERIOD            CLERKS INITIALS <i>RF</i>. AUDITED BY <i>RF</i> </p> <p>I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.</p> <p>SIGNATURE: _____ DATE 5 Aug 1966</p>										
<b>PAY CHANGE NOTIFICATION</b>										

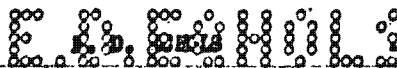
Form 560E M10 3-65

(4-51)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

NAME	SERIAL	ORGN,	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
RANDALL FREDERICK	012170	43	620 CF	GS 13 6	\$14,655	\$15,113

1 Serial No		2 Name		3 Cost Center Number		4 LWOP Hours				
012170		RANDALL FREDERICK								
5 OLD SALARY RATE				6 NEW SALARY RATE				7 TYPE ACTION		
Grade	Step	Salary	Last Eff Date	Grade	Step	Salary	Effective Date	PSI	LN	ADJ
GS 13	5	\$13755	10/11/64	GS 13	6	\$14175	07/04/65			
8 Remarks and Authorization										
QUALITY STEP INCREASE										
										
SIGNATURE: R. D. SCHMITT DATE: 28 JUNE 1965										
PAY CHANGE NOTIFICATION										

Form 9-61 560

Obsolete Previous Edition

(4-51)

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURSUANT TO AUTHORITY OF HCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI POLICY DIRECTIVE DATED 4 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 10 OCTOBER 1965

NAME	SERIAL	ORGA.	FUNDS	GR-STEP	OLD SALARY	NEW SALARY
RANDALL FREDERICK	012170	47	629	GS 13 5	\$14,175	\$14,685

1/3  
b

1. Serial No <b>012170</b>		2. Name <b>RANDALL FREDERICK</b>		3. Cost Center Number <b>556 CF</b>		4. LWOP Hours				
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PM	LSM	ADJ.
GS 13	4	<del>22,335</del> <b>23,335</b>	10/14/62	GS 13	9	<del>22,755</del> <b>23,755</b>	10/11/64			

8. Remarks and Authorization

NO EXCESS LWOP  
IN PAY STATUS AT END OF WAITING PERIOD  
LWOP STATUS AT END OF WAITING PERIOD  
CLERKS INITIALS                      AUDITED BY

I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

SIGNATURE: \_\_\_\_\_ DATE: 14 Oct 65

PAY CHANGE NOTIFICATION

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION

AUPD 02/18/64

1. SEARCH NUMBER <b>012170</b>	2. NAME (LAST FIRST MIDDLE) <b>RANDALL FREDERICK</b>
-----------------------------------	---

3. NATURE OF PERSONNEL ACTION <b>REASSIGNMENT</b>	4. EFFECTIVE DATE MO DA YR <b>09 18 64</b>	5. CATEGORY OF EMPLOYMENT
--	--	---------------------------

6. FUNDS	V TO V	V TO CF	7. COST CENTER NO (CHARGABLE)	8. CSC OR OTHER LEGAL AUTHORITY
	CF TO V	X CF TO CF		

9. ORGANIZATIONAL DESIGNATION <b>DDP/FE DIVISION</b>	10. LOCATION OF OFFICIAL STATION
---	----------------------------------

11. POSITION TITLE <b>OPS OFFICER</b>	12. POSITION NUMBER	13. CAREER SERVICE DESIGNATION
--	---------------------	--------------------------------

14. CLASSIFICATION SCHEDULE (GS, LB, etc) <b>GS</b>	15. OCCUPATIONAL SERIES	16. GRADE AND STEP <b>13</b>	17. SALARY OR RATE
--	-------------------------	---------------------------------	--------------------

18. REMARKS

SIGNATURE OF OTHER AUTHENTICATOR

FOI TED  
9/24/01 MEG



IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LA 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1966, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 9 JANUARY 1964.

NAME	SERIAL	ORGN	FUNDS	GR-ST	OLD SALARY	NEW SALARY
RANDALL FREDERICK	012170	45	380	CF GS 13 4	\$12,245	\$12,890

IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LA 87-793 AND DCI MEMORANDUM DATED 1 AUGUST 1966, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 14 OCTOBER 1962

NAME	SERIAL	ORGN	FUNDS	GR-ST	OLD SALARY	NEW SALARY
RANDALL FREDERICK	012170	36380	CF 13 3		\$11,123	\$11,890

**SECRET**  
(When Filled In)

1. Social No.		2. Name		3. Cost Center Number		4. LWOP Hours				
012170		PANDALL FREDERICK		CP						
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LGI	ADJ
GS-13	3	\$11,880	09/03/61	GS-13	4	\$12,243	10/14/62			
8. Remarks and Authentication										
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIALS                      AUDITED BY										
I CERTIFY THAT THE WORK OF THE ABOVE NAMED EMPLOYEE IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.										
SIGNATURE				DATE: 24 October 1962						
PAY CHANGE NOTIFICATION										

Form 560  
7-60

Obsolete Previous Edition

**SECRET**

(4-51)

**SECRET**  
(When Filled In)

1. Social No.		2. Name		3. Cost Center Number		4. LWOP Hours				
12170		PANDALL FREDERICK		DDP/FE		V				
5. OLD SALARY RATE				6. NEW SALARY RATE				7. TYPE ACTION		
Grade	Step	Salary	Last Eff. Date	Grade	Step	Salary	Effective Date	PSI	LGI	ADJ
GS	13	2	\$10,895	09/06/60	13	3	\$11,155	09/03/61		
8. Remarks and Authentication										
/ / NO EXCESS LWOP / / IN PAY STATUS AT END OF WAITING PERIOD / / IN LWOP STATUS AT END OF WAITING PERIOD										
PAY CHANGE NOTIFICATION										

Form 560  
7-60

Obsolete Previous Edition

**SECRET**

(4-51)

AE5: 1 SEPT 61

SECRET  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION												
1. SERIAL NUMBER		2. NAME (LAST FIRST MIDDLE)										
012170		RANDALL FREDERICK										
3. NATURE OF PERSONNEL ACTION					4. EFFECTIVE DATE		5. CATEGORY OF EMPLOYMENT					
REASSIGNMENT AND TRANSFER TO CONFIDENTIAL FUNDS*					09 103 61		REGULAR					
6. FUNDS		7 TO V		7 TO CF		7. COST CENTER NO CHARGEABLE		8. CSC OR OTHER LEGAL AUTHORITY				
CF TO V		CF TO CF										
9. ORGANIZATIONAL DESIGNATIONS					10. LOCATION OF OFFICIAL STATION							
DDP FF FE/ [ ] STATION OFFICE OF THE CHIEF												
11. POSITION TITLE			12. POSITION NUMBER		13. CAREER SERVICE DESIGNATION							
OPS OFFICER												
14. CLASSIFICATION SCHEDULE (GS, WD, etc.)		15. OCCUPATIONAL SERIES		16. GRADE AND STEP		17. SALARY OR RATE						
GS				13 3		11155						
18. REMARKS												
*SUBJECT TO APPROVED MEDICAL CLEARANCE PRIOR TO BEING SENT OVERSEAS.												
SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL												
19. ACTION CODE	20. EMPLOY CODE	21. OFFICE CODING		22. STATION CODE	23. INTEGRAL CODE	24. MGR CODE	25. DATE OF BIRTH		26. DATE OF CEASE		27. DATE OF LEI	
		NUMERIC ALPHABETIC							MO DA YA		MO DA YA	
28. USE LAPSES	29. SPECIAL REFERENCE	30. RETIREMENT DATA		31. SEPARATION DATA CODE	32. CORRECTIONS/CANCELLATION DATA			33. SECURITY REG NO.		34. SER		
MO DA YA		1. CSC 2. PICA 3. NONE			EOD DATA			REG NO.		SER		
35. VET PREFERENCE		36. SERV COMP DATE		37. LONG COMP. DATE		38. MIL SERV (CREDIT/CLS)		39. IFFG/HEALTH INSURANCE		40. SOCIAL SECURITY NO.		
CODE		0 NONE 1 5 YR 2 10 YR		MO DA YA		1. YES 2. NO		0 - DRIVER 1 YES 2 YES		HEALTH INS CODE		
41. PREVIOUS GOVERNMENT SERVICE DATA				42. LEAVE PAID		43. FEDERAL TAX DATA		44. STATE TAX DATA				
0 - NO PREVIOUS SERVICE 1 - NO CHANGE IN SERVICE 2 - CHANGE IN SERVICE (LIST FROM LEI TO MOI) 3 - CHANGE IN SERVICE (LIST FROM LEI TO MOI)				CODE		FORM 1042/20 CODE 1 YES 2 NO		NO TAX EXEMPTIONS		FORM 1042/20 CODE 1 - YES 2 - NO		
SIGNATURE OF OFFICER AUTHENTICATING										FOILED		
										201/11/61 WK		

Form 1115  
2-60  
Obsolescence  
Excluded

SECRET

14 511

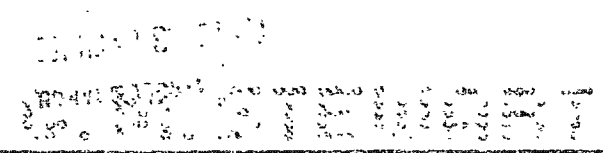


IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD	NAME	SERIAL	ORGN	GR-ST	OLD SALARY	NEW SALARY
DI	RANDALL FREDERICK	112170	51 26	GS-13 2	\$10,130	\$10,895

/S/ EMMETT D. ECHOLS  
DIRECTOR OF PERSONNEL

SECRET  
(WHEN FILLED IN)

1. EMP. SERIAL NO. 112170		2. NAME RANDALL FREDERICK			3. ASSIGNED ORGN. DDP/FE		4. FUNDS V-20		5. ALLOTMENT		
6. OLD SALARY RATE					7. NEW SALARY RATE						
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
GS 13	1	\$ 4,890	09	07	58	GS 13	2	\$10,130	03	06	60
TO BE COMPLETED BY THE OFFICE OF COMPTROLLER											
8. CHECK ONE <input type="checkbox"/> NO EXCESS LWOP <input type="checkbox"/> DECREASE LWOP						9. NUMBER OF HOURS LWOP					
IF EXCESS LWOP, CHECK FOLLOWING:						10. INITIALS OF CLERK			11. ADDED BY		
<input type="checkbox"/> IN PAY STATUS AT END OF WAITING PERIOD											
<input type="checkbox"/> IN LWOP STATUS AT END OF WAITING PERIOD											
TO BE COMPLETED BY THE OFFICE OF PERSONNEL											
12. TYPE OF ACTION						13. REMARKS					
<input type="checkbox"/> P.S. <input type="checkbox"/> L.S. <input type="checkbox"/> PAY ADJUSTMENT											
14. AUTHENTICATION											
 PAY CHANGE NOTIFICATION											

**SECRET**  
(When Filled In)

NOTIFICATION OF PERSONNEL ACTION														
ARE: 31 JULY 1959														
1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vet. Pref.		5. Sex		6. CS-EOD	
112170		RANDALL FREDERICK				Mo. Da. Yr.			None-0 5 Pt-1 10 Pt-2		Code		Mo. Da. Yr.	
7. SCD		8. CSC Remt.		9. CSC Or Other Legal Authority		10. Apmt. Affidav.			11. FEGLI		12. LCD		13. <small>Part. Exam. Ctg.</small>	
Mo. Da. Yr.		Yes-1 No-2		Code		Mo. Da. Yr.			Yes-1 No-2		Code		Yes-1 No-2	
12 27 50		1		50 USCA 403 J					1 09		10 51		2	

**PREVIOUS ASSIGNMENT**

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DDP FE FE				5175		WASH., D. C.					
16. Dept. - Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Dept - 2 USfld - 4 Frgh - 6		AREA OPS OFF CH						GS			
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
13 1		\$ 9890		DI		Mo. Da. Yr. 09 07 58		Mo. Da. Yr. 03 06 60		9 3700 10 201	

**ACTION**

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
REASSIGNMENT AND		01		02 09 59		REGULAR		01			

**PRESENT ASSIGNMENT**

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DDP FE PLANS AND OPERATIONS STAFF FI/CI SECTION OFFICE OF THE CHIEF						WASH., D. C.					
33. Dept. - Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept - 2 USfld - 4 Frgh - 6		OPS OFFICER						GS			
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
13 1		\$ 9890		DI		Mo. Da. Yr. 09 07 58		Mo. Da. Yr. 03 06 60		0237 1000 1000	

44. Remarks

NOTED  
 8/10/59  
 [Signature]

SECRET  
(When Filled In)

MCM 10 APRIL 59 **NOTIFICATION OF PERSONNEL ACTION**

1. Serial No.		2. Name (Last-First-Middle)			3. Date Of Birth			4. Vac. Pref.		5. Sex		6. CS - EOD				
		RANDALL FREDERICK			Mo. Da. Yr.			None-0 5 Pt-1 10 Pt-2		Code 1 M 1		Mo. Da. Yr. 09 10 51				
7. SCD			8. CSC Rpt. Code		9. CSC Or Other Legal Authority			10. Appt. Affidav.			11. FEGLI		12. LCD		13. Int. Serv. Credit	
Mo. Da. Yr.			Yes-1 No-2		Code			Mo. Da. Yr.			Yes-1 No-2		Code		Mo. Da. Yr. 09 10 51	

**PREVIOUS ASSIGNMENT**

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DOP FE FE						WASH., D. C.					
16. Dept. - Field		17. Position Title		18. Position No.				19. Serv.		20. Occup. Series	
Dept - 1 USMld - 3 Frgn - 5		Code 1		AREA OPS OFF CH				GS			
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. Pst Due		26. Appropriation Number	
06 13 1		\$ 7150 9890		DI		Mo. Da. Yr. 09 07 50		Mo. Da. Yr. 03 06 60			

**ACTION**

27. Nature Of Action			Code		28. Eff. Date			29. Type Of Employee			Code		30. Separation Data	
CONVERSION STATUS			60		Mo. Da. Yr. 03 21 59			REGULAR			01			

**PRESENT ASSIGNMENT**

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DOP FE FE						WASH., D. C.					
33. Dept. - Field		34. Position Title		35. Position No.				36. Serv.		37. Occup. Series	
Dept - 1 USMld - 3 Frgn - 5		Code 1		AREA OPS OFF CH				GS			
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. Pst Due		43. Appropriation Number	
13 1		\$ 9890		DI		Mo. Da. Yr. 09 07 59		Mo. Da. Yr. 03 06 60			

44. Remarks

115

SECRET

(When Filled In)

### NOTIFICATION OF PERSONNEL ACTION

ARE: 10 NOV 1958

1. Serial No.		2. Name (Last-First-Middle)			3. Date Of Birth			4. Vol. Pref.		5. Sex		6. CS - EOD				
		RANDALL FREDERICK			Mo. Da. Yr.			Non-0 Code 5 Pr-1 10 Pr-2		M 1		Mo. Da. Yr. 09 10 51				
7. SCB			8. CSC Rotmt.		9. CSC Or Other Legal Authority			10. Conf. Auth. Adv.			11. FEGLI		12. LCD		13. <sup>max</sup> <sub>min</sub> <sup>code</sup> <sub>code</sub> <sup>con</sup>	
Mo. Da. Yr. 12 27 50			Yes-1 Code No-2 1					Mo. Da. Yr.			Yes-1 Code No-2		Mo. Da. Yr. 09 10 51		Yes-1 Code No-2 2	

### PREVIOUS ASSIGNMENT

14. Organizational Designations				Code		15. Location Of Official Station				Station Code	
DOP FE FE				5175		WASH., D. C.					
16. Dept. - Field		17. Position Title				18. Position No.		19. Serv.		20. Occup. Series	
Dept - 1 USMld - 3 Frgn - 5		1.0. FI						GS			
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grdng		25. PSI Day		26. Appropriation Number	
06 13 1		\$ 7150 9890		DI		Mo. Da. Yr. 09 07 58		Mo. Da. Yr. 03 06 60			

### ACTION

27. Nature Of Action		Code		28. Eff. Date		29. Type Of Employee		Code		30. Separation Data	
REASSIGNMENT		56		Mo. Da. Yr. 11 10 58		REGULAR		OM			

### PRESENT ASSIGNMENT

31. Organizational Designations				Code		32. Location Of Official Station				Station Code	
DOP FE FE						WASH., D. C.					
33. Dept. - Field		34. Position Title				35. Position No.		36. Serv.		37. Occup. Series	
Dept - 1 USMld - 3 Frgn - 5		AREA OPS OFF CH						GS			
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grdng		42. PSI Day		43. Appropriation Number	
06 13 1		\$ 7150 9890		DI		Mo. Da. Yr. 09 07 58		Mo. Da. Yr. 03 06 60			

44. Remarks

SECRET  
(When Filled In)

MCM 29 SEPT 58

NOTIFICATION OF PERSONNEL ACTION

1. Serial No.		2. Name (Last-First-Middle)				3. Date Of Birth			4. Vet. Pref.		5. Sex		6. CS - EOD		
		RANDALL FREDERICK				Mo. Da. Yr.	No. 0 5 Pt-1 10 Pt-2		Code		M 1		Mo. Da. Yr.	09 10 51	
7. SCB		8. CSC Rmt.		9. CSC Or Other Legal Authority		10. Omt Affidav.			11. FEGLI		12. ECD		13. Prev. Va.		
Mo. Da. Yr.	Yes-1 No-2	Code				Mo. Da. Yr.	Yes-1 No-2	Code		Mo. Da. Yr.	Yes-1 No-2	Code			
12 27 50		1						09		10 51		2			

PREVIOUS ASSIGNMENT

14. Organizational Designation			Code	25. Location Of Official Station			Station Code				
DOP FE											
FI CI BRANCH											
16. Dept. - Field		17. Position Title		18. Position No.		19. Serv.		20. Occup. Series			
Dept. - 1 USMld - 3 Frqn. - 5	Code		1.0. FI				GS				
21. Grade & Step		22. Salary Or Rate		23. SD		24. Date Of Grade		25. PSI Due		26. Appropriation Number	
06 12 3		\$ 8810		DI		Mo. Da. Yr.		Mo. Da. Yr.			

ACTION

27. Nature Of Action		Code	28. Eff. Date		29. Type Of Employee		Code	30. Separation Data	
CORRECTIONS PROMOTION		67	09 07 58		REGULAR		OM		

PRESENT ASSIGNMENT

31. Organizational Designation			Code	32. Location Of Official Station			Station Code				
DOP FE FE				WASH., D. C.							
33. Dept. - Field		34. Position Title		35. Position No.		36. Serv.		37. Occup. Series			
Dept. - 1 USMld - 3 Frqn. - 5	Code		1.0. FI		873		GS				
38. Grade & Step		39. Salary Or Rate		40. SD		41. Date Of Grade		42. PSI Due		43. Appropriation Number	
06 13 1		\$ 9890		DI		09 07 58		03 06 60			

44. Remarks  
\*THIS ACTION CORRECTS SF-1150 EFF DATE 7 SEPT 58, ITEM #31 THE ORGANIZATIONAL DESIG.  
THE SECOND LINE WHICH READ, FE [REDACTED] TO READ FE [REDACTED]

10/11/58 T.B.

[Handwritten signature]

SECRET

SECRET  
(When Filled In)

**NOTIFICATION OF PERSONNEL ACTION**

MCM 5 SEPT 58

1. Serial No. <b>512170</b>	2. Name (Last-First-Middle) <b>RANDALL FREDERICK</b>	3. Date Of Birth Mo. Da. Yr. [ ] [ ] [ ]	4. Vet. Prof. None-0 5 Pt-1 10 Pt-2 <b>1</b>	5. Sex <b>M 1</b>	6. CS-ECOD Mo. Da. Yr. <b>09 10 51</b>
7. SCD Mo. Da. Yr. <b>12 27 50</b>	8. CSC Rating Yes-1 No-2 <b>1</b>	9. CSC Or Other Legal Authority [ ]	10. Appt Affidn. Mo. Da. Yr. [ ] [ ] [ ]	11. FEGLI Yes-1 No-2 [ ]	12. LCD Mo. Da. Yr. <b>09 10 51</b>
		13. [ ] Yes-1 No-2 <b>2</b>			

**PREVIOUS ASSIGNMENT**

14. Organizational Designations <b>DDP FE</b> <b>FI CI BRANCH</b>	Code [ ]	15. Location Of Official Station [ ]	Station Code [ ]
16. Dept. - Field Dept - 1 US/Id - 3 Frgn - 5 Code <b>5</b>	17. Position Title <b>1.0. FI</b>	18. Position No. [ ]	19. Salary <b>GS</b>
20. Occup Series [ ]	21. Grade & Step <b>06 12 3</b>	22. Salary Or Rate <b>7150</b> <b>8810</b>	23. SD <b>DI</b>
24. Date Of Grade Mo. Da. Yr. [ ] [ ] [ ]	25. PSI Due Mo. Da. Yr. [ ] [ ] [ ]	26. Appropriation Number [ ]	

**ACTION**

27. Nature Of Action <b>PROMOTION</b>	Code <b>67</b>	28. Eff. Date Mo. Da. Yr. <b>09 07 58</b>	29. Type Of Employee <b>REGULAR</b>	Code <b>OM</b>	30. Separation Date [ ]
--	-------------------	---	--	-------------------	----------------------------

**PRESENT ASSIGNMENT**

31. Organizational Designations <b>DDP FE</b> <b>FE</b>	Code [ ]	32. Location Of Official Station <b>WASH., D. C.</b>	Station Code [ ]
33. Dept. - Field Dept - 1 US/Id - 3 Frgn - 5 Code <b>1</b>	34. Position Title <b>1.0. FI</b>	35. Position No. [ ]	36. Salary <b>GS</b>
37. Occup Series [ ]	38. Grade & Step <b>06 13 1</b>	39. Salary Or Rate <b>7150</b> <b>9890</b>	40. SD <b>DI</b>
41. Date Of Grade Mo. Da. Yr. <b>09 07 58</b>	42. PSI Due Mo. Da. Yr. <b>03 06 60</b>	43. Appropriation Number [ ]	

44. Remarks

10/1/58  
M.B.

SECRET  
(WHEN FILLED IN)

1 EMP SERIAL NO.		2 NAME				3 ASSIGNED OPS/AR		4 FUNDS		5 ALLOTMENT	
		RANDALL FREDERICK				DUP/FE - 89					
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO	DA	YR				MO	DA	YR
GS 12	2	\$ 8,570	02	10	57	GS 12	3	\$ 8,210	08	10	58
REMARKS											
CERTIFICATION											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
TYPED, OR PRINTED, NAME OF SUPERVISOR				DATE		SIG					
				17 July 1958							
PERIODIC STEP INCREASE						CERTIFICATION					

FORM NO. 560  
1 MAR. 56

SECRET

PERSONNEL FOLDER (4)

SECRET

GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE  
12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI  
DIRECTIVE. SALARY AS OF 10 JUNE 1958 ADJUSTED AS FOLLOWS

NAME	SERIAL	GRADE-STEP	OLD SALARY	NEW SALARY
RANDALL FREDERICK	512170	GS-12-2	\$ 7,788	\$ 8,570

EDWARD J. STEWART  
ASST. DIR. OF PERSONNEL

SECRET

3236

SECRET  
(WITH FILLED IN)

FE15

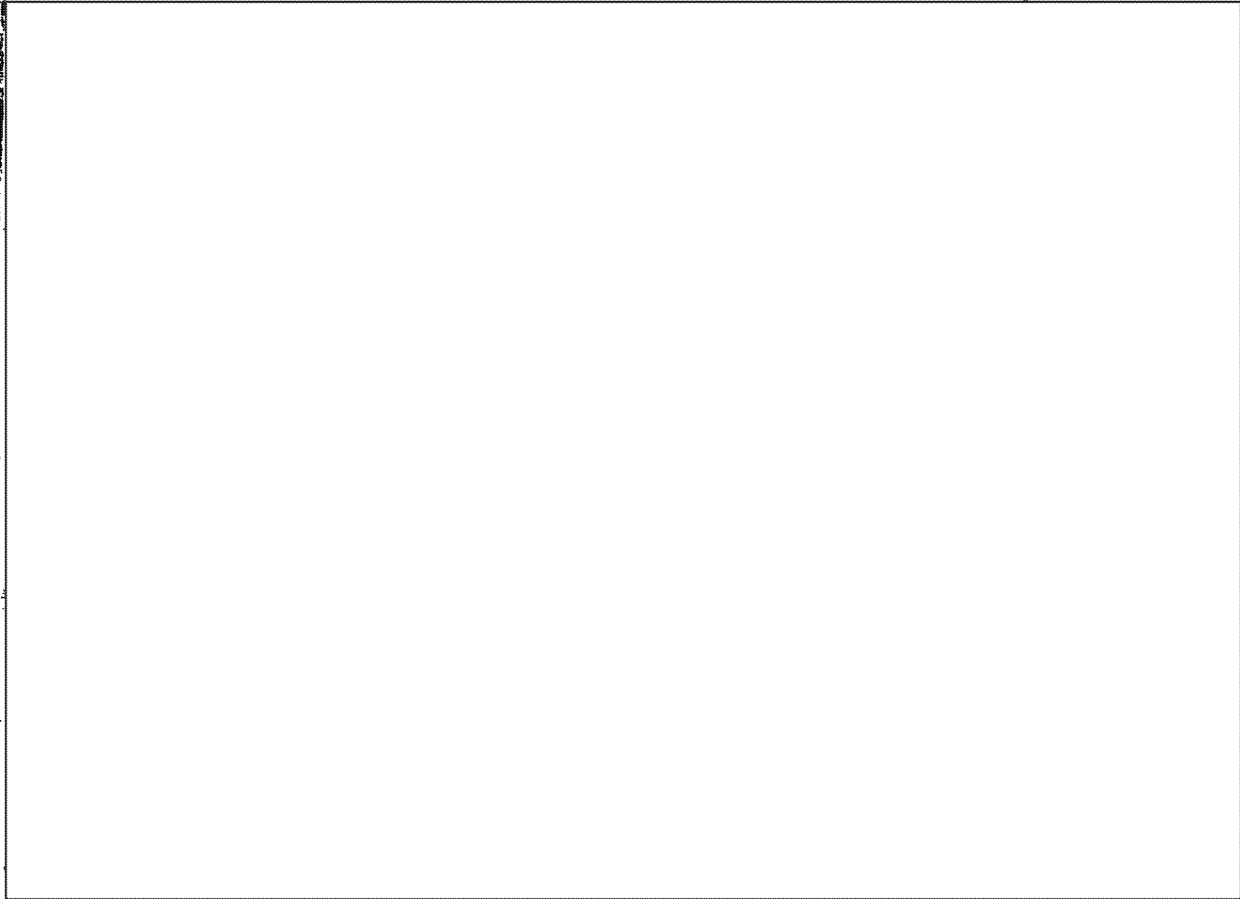
1. S. P. SERIAL NO.		2. NAME				3. ASSIGNED ORGAN		4. FUNDS	5. ALLOTMENT		
		RANDALL FREDERICK				DDP/FE 38		<input type="checkbox"/>			
6. OLD SALARY RATE						7. NEW SALARY RATE					
GRADE	STEP	SALARY	LAST EFFECTIVE DATE			GRADE	STEP	SALARY	EFFECTIVE DATE		
			MO.	DA.	YR.				MO.	DA.	YR.
12	1	\$ 7,570	08	14	55	12	2	\$ 7,785	02	10	57
REMARKS											
CERTIFICATION											
I CERTIFY THAT THE SERVICE AND CONDUCT OF THE ABOVE NAMED EMPLOYEE ARE SATISFACTORY.											
TYPED, OR PRINTED, NAME OF SUPERVISOR						DATE		SIGNATURE OF SUPERVISOR			
						19 Nov 57					
PERIODIC STEP INCREASE - CERTIFICATION											

NOV 13 1957



14-00000

RAM L. FREDERICK C.



The above basic pay rates are effective 29 July 1956.

STANDARD FORM 52  
PREPARED BY THE  
U. S. CIVIL SERVICE COMMISSION  
GSA GEN. REG. NO. 27 (REV. 11-19-54)  
NATIONAL CHAPTER 52

SECRET

### REQUEST FOR PERSONNEL ACTION

REQUESTING OFFICE: Fill in Items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.  
If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr., Miss, Mrs.—One given name, initial(s), and surname) <b>Mr. Frederick C. Randall</b>		2. DATE OF BIRTH	3. REQUEST NO.	4. DATE OF REQUEST <b>12 June 56</b>
5. NATURE OF ACTION REQUESTED: A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) <b>Reassignment</b>			6. EFFECTIVE DATE & PROPOSED:	7. C S OR OTHER LEGAL AUTHORITY
8. POSITION (Specify whether establish, change grade or title, etc.)			B. APPROVED: <b>JUL 1 1956</b>	

FROM— <b>Intell Officer (FI) EFF-908</b>	9. POSITION TITLE AND NUMBER	TO— <b>Intell Officer (FI) EFF-908</b>
GS— <b>[redacted]</b> \$7570.00 P/A F/A DDP/FE	10. SERVICE GRADE AND SALARY	GS— <b>[redacted]</b> P/A
	11. ORGANIZATIONAL DESIGNATIONS	DDP/FE
	12. HEADQUARTERS	<b>FI/CI Branch</b>
<input checked="" type="checkbox"/> FIELD	<input type="checkbox"/> DEPARTMENTAL	<input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL <b>DE</b>

A. REMARKS (Use reverse if necessary)  
  
**T/O Change**

B. REQUESTED BY (Name and title) <b>FF Personnel Officer</b>	C. REQUEST Signature: <b>[redacted]</b> Title: <b>Personnel Officer</b>
FOR ADDITIONAL INFORMATION CALL <b>x3780</b>	

13. VETERAN PREFERENCE				14. POSITION CLASSIFICATION ACTION				
NONE	WWII	OTHER	5 PT	10 POINT	NEW	VICE	E. A.	REAL.
				DISAB. OTHER				

15. SEX	16. APPROPRIATION FROM TO	17. SUBJECT TO C. S. RETIREMENT ACT (YES—NO)	18. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)	19. LEGAL RESIDENCE STATE: <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED
---------	---------------------------	--	--	---

20. STANDARD FORM 60 REMARKS

**POSTED**  
24 JUN 1956  
*WR*

USED IN LIEU OF SF50  
NOTIFICATION OF PERSONNEL ACTION

21. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A.			
B. CEN. OR POS. CONTROL	<b>WR</b>	<b>21 JUN 1956</b>	
C. CLASSIFICATION			
D. PLACEMENT OR EVAL.	<b>WR</b>	<b>21 JUN 1956</b>	
E.			

C. APPROVED BY	<b>[redacted]</b>	<b>6/19/56</b>
----------------	-------------------	----------------

SECRET

PCS

[Redacted]

Mr. Frederick C. Randall

[Redacted]

FEA

10/13/55

Limited Appointment

1-27/55

Section 522.1  
PL 724 79th Congress

[Redacted]

[Redacted]

[Redacted]

5pt veterans preference

New

[Redacted]

Male

6A-9013

Civil Service Retirement Deductions

10/27/55

Maryland

Submit 61A

Married—Two

No Reserve Status

8

**NOTIFICATION OF PERSONNEL ACTION**

178

1. NAME (MR., MISS, MRS., ONE GIVEN NAME, INITIAL(S), AND SURNAME) <b>MR. FREDERICK C. RANDALL</b>		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE <b>3 Nov. 1955</b>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY)		6. EFFECTIVE DATE <b>27 Oct 1955</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>50 USCA 403 J</b>	
FROM		TO		
<b>Intell Officer (FI)</b>		8. POSITION TITLE		
<b>GS-0136.51-12 \$7570.00 per annum</b>		9. SERVICE SERIES, GRADE, SALARY		
		10. ORGANIZATIONAL DESIGNATION <b>DDP/FB</b>		
		11. HEADQUARTERS		
<input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		12. FIELD OR DEPT'L <input checked="" type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		
13. VETERAN'S PREFERENCE NONE WWII OTHER 5-PT. 10-POINT <input checked="" type="checkbox"/>		14. POSITION CLASSIFICATION ACTION NEW VICE I. A. REAL		
15. SEX <b>M</b>	16. RACE <b>W</b>	17. APPROPRIATION FROM: <input type="checkbox"/> TO: <input type="checkbox"/> <b>Same</b>	18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) <b>Yes</b>	19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)
			20. LEGAL RESIDENCE <input checked="" type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE:	
21. REMARKS:  Subject is to be paid <input type="checkbox"/> \$7570 <input type="checkbox"/> of allowances in accordance therewith  Sick and annual leave are to be held in escrow <input type="checkbox"/> GS status  <div style="text-align: right;">                     RECORDED                      4 NOV 1955  <i>[Signature]</i> </div>				
ENTRANCE PERFORMANCE RATINGS:				
Director of Personnel			22. SIGNATURE OR OTHER AUTHENTICATION	

**SECRET**

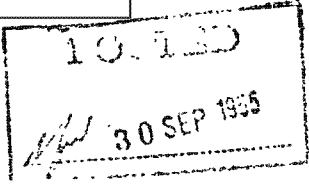
1. EMPLOYEE COPY

*recd 11/1/55*

**CONFIDENTIAL**  
 CENTRAL INTELLIGENCE AGENCY

**NOTIFICATION OF PERSONNEL ACTION**

147

1. NAME (MR., MISS, MRS., ONE OTHER NAME, INITIALS, AND SURNAME) <b>Mr. Frederick C. Randall</b>		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE <b>23 Sep 1955</b>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>Reassignment</b>		6. EFFECTIVE DATE <b>25 Sep 1955</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>90 USCA 403 J</b>	
FROM		TO		
Intelligence Off. (VI) [ ] <b>GS-0136-51-12 \$7570.00 per annum</b> <b>DDP/VE</b>		Intelligence Officer (VI) [ ] <b>\$7570.00 per annum</b> <b>DDP/VE</b>		
8. POSITION TITLE		9. SERVICE, SERIES, GRADE, SALARY		
10. ORGANIZATIONAL DESIGNATIONS		11. HEADQUARTERS		
Washington, D. C.		[ ] FIELD [X] DEPARTMENTAL		
12. FIELD OR DEPT'L		[ ] FIELD [X] DEPARTMENTAL		
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION		
ROHS	WWII	OTHER	5-PT.	10-POINT
			X	DISAB. OTHER
15. SEX <b>M</b>		16. RACE <b>W</b>		17. APPROPRIATION FROM: [ ] TO: [ ]
18. SUBJECT TO C. S. RETIREMENT ACT (YES-NO) <b>Yes</b>		19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: <b>MI.</b>
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
Subject to approved medical clearance prior to being sent overseas.				
*Transfer TO [ ]				
<div style="text-align: right;">  </div>				
<div style="text-align: center;"> <p>ENTRANCE PERFORMANCE RATING: [ ]</p> <p><b>CONFIDENTIAL</b></p> <p>4. PERSONNEL FOLDER COPY 713 7/27/55</p> </div>				

4. PERSONNEL FOLDER COPY

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

dah

1. NAME (MR., MISS, MRS., OR OTHER TITLE, INITIALS, AND SURNAME) <b>Mr. Frederick C. Randall</b>		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE <b>5 Aug 1955</b>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>Promotion</b>		6. EFFECTIVE DATE <b>14 Aug 1955</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
FROM <b>Intelligence Off. (PI)</b>		TO <b>Intelligence Off. (PI)</b>		
8. POSITION TITLE		9. SERVICE SERIES, GRADE, SALARY <b>\$7570.00 Per Annum</b>		
10. ORGANIZATIONAL DESIGNATIONS		11. HEADQUARTERS <b>Washington, D.C.</b>		
12. FIELD OR DEPT'L <input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> 5-PT. <input type="checkbox"/> 10-POINT DISAB <input type="checkbox"/> OTHER <input type="checkbox"/>		
14. POSITION CLASSIFICATION ACTION NEW <input type="checkbox"/> VICE <input type="checkbox"/> L.A. <input type="checkbox"/> REAL.		15. SEX <input type="checkbox"/> M <input type="checkbox"/> F		
16. APPROPRIATION FROM: <input type="checkbox"/> TO: <input type="checkbox"/>		17. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY) <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: <input type="checkbox"/>		
18. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
19. SIGNATURE OF PERSONNEL OFFICER <b>[Signature]</b>				
20. TITLE OF PERSONNEL OFFICER <b>Director of Personnel</b>				

3. PERSONNEL FOLDER COPY

1. Agency and organizational designation		2. Pay roll id		3. Fiscal year		4. Step No.	
5. (Employee's name, last, first, middle initial, and social security number when appropriate) <b>RANDALL, Frederick C.</b>				6. Grade and salary <b>GS-11 \$5910.00</b>			
PAY ROLL CHANGE DATA							
	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	NET PAY
7. Previous normal							
8. New normal							
9. Pay this period							
10. Remarks				11. Appropriation(s) <b>78 10</b>		12. Proposed rate <b>5/5</b>	
						13. Audited by	
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase							
14. Effective date <b>19 Jun 55</b>	15. Date last equivalent increase <b>20 Jun 54</b>	16. Old salary rate <b>\$5910.00</b>	17. New salary rate <b>\$6110.00</b>	18. Performance rating is satisfactory or better.			
19. LWOP date (if it is appropriate specify starting LWOP during following period(s))				<input type="checkbox"/> No excess LWOP. Total excess LWOP			
				<input type="checkbox"/> 100% <input type="checkbox"/> 75% <input type="checkbox"/> 50% <input type="checkbox"/> 25% <input type="checkbox"/> 10% <input type="checkbox"/> 5% <input type="checkbox"/> 0%			
				(Signature or other authentication) <b>6605.00</b>			
STANDARD FORM NO. 1126- Revised Form prescribed by Comp. Gen., U. S. Nov. 8, 1950, General Regulations No. 102				<b>PAY ROLL CHANGE SLIP—PERSONNEL COPY</b>			

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR.—MRS.—MISS.—ONE GIVEN NAME, INITIAL(S), AND SURNAME) <b>MR. FREDERICK C. RAEDALL</b>		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE <b>26 May 1954</b>
<i>This is to notify you of the following action affecting your employment:</i>				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>REASSIGNMENT</b>		6. EFFECTIVE DATE <b>6 June 1954</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
FROM		TO		
Ops Officer (CE)		8. POSITION TITLE		
CE Unit		9. SERVICE, SERIES, GRADE, SALARY <b>\$5940.00 per annum</b>	DDP/VE	
		10. ORGANIZATIONAL DESIGNATIONS		
		11. HEADQUARTERS <b>Washington, D. C.</b>		
<input type="checkbox"/> FIELD	<input type="checkbox"/> DEPARTMENTAL	12. FIELD OR DEPT'L	<input type="checkbox"/> FIELD	<input checked="" type="checkbox"/> DEPARTMENTAL
13. VETERAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION		
NONE	15% OTHER	S.P.T.	15-POINT	
		DISAB	OTHER	
16. SEX <b>M</b>	16. RACE <b>M</b>	17. APPROPRIATION FROM: <b>Gen</b> TO: <b>Gen</b>	18. SUBJECT TO C. S. RETIREMENT ACT (YES/NO) <b>Yes</b>	19. DATE OF APPOINT. BY AFFIDAVIT (MILITARY ONLY) <b>Yes</b>
		20. LEGAL RESIDENCE <input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE: <b>Md.</b>		
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
<p>PENDING TO CIV SERVICE          EFFECTIVE TO 6/1/54          SALARY ADJUSTED TO: <b>\$6390.00</b></p> <p style="text-align: right;"><i>W</i></p>				
22. PERFORMANCE RATED				
Assistant Director for Personnel				

PERSONNEL FOLDER COPY



CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION *alh*

1. NAME (LAST—FIRST—MIDDLE—ONE GIVEN NAME, INITIAL(S) AND SURNAME) <b>Mr. Frederick C. Randall</b>		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE <b>12 Feb 54</b>
<i>This is to notify you of the following action affecting your employment:</i>				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>Reassignment</b>		6. EFFECTIVE DATE <b>14 Feb 54</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY	
FROM		TO		
<b>Intel. Officer (CE)</b> <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL <b>GS-85940 p/a</b>		8. POSITION TITLE	<b>Ops Officer (CE)</b> <input type="checkbox"/> FIELD <input checked="" type="checkbox"/> DEPARTMENTAL <b>GS-85940 p/a</b>	
9. SERVICE SERIES, GRADE, SALARY		10. ORGANIZATIONAL DESIGNATIONS <b>DDP/FE</b> <b>Counterespionage Unit</b>		
11. HEADQUARTERS		<b>Washington, D. C.</b>		
12. FIELD OR DEPTL.		12. FIELD OR DEPTL.		
13. VETLMAN'S PREFERENCE		14. POSITION CLASSIFICATION ACTION		
REG	WFO	OTHER	15-POINT	16-POINT
			DISAB	OTHER
			<input checked="" type="checkbox"/>	
17. APPROPRIATION		18. SUBJECT TO C. S. RETIREMENT ACT (YES NO)		
FROM	TO	19. DATE OF APPOINTMENT AFFIDAVITS (ACCESSIONS ONLY)		
	<b>8899</b>	<b>Yes</b>		
20. LEGAL RESIDENCE		21. STATE		
<input type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED				
22. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				

*44931257*  
4. PERSONNEL FOLDER COPY

CENTRAL INTELLIGENCE AGENCY

NOTIFICATION OF PERSONNEL ACTION

1. NAME (MR., MISS, MRS., ONE GIVEN NAME, INITIAL(S), AND SURNAME) <b>Mr. Frederick C. Randall</b>		2. DATE OF BIRTH	3. JOURNAL OR ACTION NO.	4. DATE <b>5 January 1953</b>
This is to notify you of the following action affecting your employment:				
5. NATURE OF ACTION (USE STANDARD TERMINOLOGY) <b>Exempted Appointment</b>		6. EFFECTIVE DATE <b>5 Jan. 1953</b>	7. CIVIL SERVICE OR OTHER LEGAL AUTHORITY <b>Schedule A-6,116 (b)</b>	
FROM		TO		
8. POSITION TITLE <b>Intelligence Officer (GS)</b>		9. SERVICE, SERIES, GRADE, SALARY <b>\$9060.00</b>		
10. ORGANIZATIONAL DESIGNATION <b>DD/P FE/5 Counterespionage Unit</b>		11. HEADQUARTERS <b>Washington, D. C.</b>		
12. FIELD OR DEPTL <input type="checkbox"/> FIELD <input type="checkbox"/> DEPARTMENTAL		13. VETERAN'S PREFERENCE NONE <input type="checkbox"/> WWI <input type="checkbox"/> OTHER <input type="checkbox"/> D-PT. <input checked="" type="checkbox"/> 10-POINT OTHER OTHER		
14. POSITION CLASSIFICATION ACTION REG <input type="checkbox"/> VICE <input type="checkbox"/> S & L <input type="checkbox"/> REAL <input type="checkbox"/>		15. DATE OF APPOINTMENT AFFIDAVIT (ACCESSION ONLY) <b>2 Jan. 1953</b>		
16. SEX <input checked="" type="checkbox"/> M <input type="checkbox"/> F		17. APPROPRIATION FR TO		18. LEGAL RESIDENCE <input checked="" type="checkbox"/> CLAIMED <input type="checkbox"/> PROVED STATE <b>Maryland</b>
21. REMARKS: This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.				
<p><b>SF # 61 affidavit has been executed subject to satisfactory trial period of 12 months and a medical examination.</b></p> <p style="text-align: right;"><i>JM</i></p>				
Chief, Personnel Division ENTRANCE PERFORMANCE RATING				

STANDARD FORM 52  
 FORM 52 OF THE  
 U. S. CIVIL SERVICE COMMISSION  
 JANUARY 1953 - FEDERAL PERSONNEL  
 MANUAL, CHAPTER II

UNCLASSIFIED

3-11-53  
 1/14/53

**REQUEST FOR PERSONNEL ACTION**

**REQUESTING OFFICE:** Fill in items 1 through 12 and A through D except 6B and 7 unless otherwise instructed.  
 If applicable, obtain resignation and fill in separation data on reverse.

1. NAME (Mr., Miss, Mrs., One (from name, initial(s), and surname) RANDALL, Frederick C.  
 2. DATE OF BIRTH  
 3. REQUEST NO.  
 4. DATE OF REQUEST 2 Jan 1953

5. NATURE OF ACTION REQUESTED:  
 A. PERSONNEL (Specify whether appointment, promotion, separation, etc.) Resignation  
 B. EFFECTIVE DATE A. PROPOSED: 3 Jan. 1953  
 B. APPROVED: 4 Jan 1953  
 7. C.S. OR OTHER LEGAL AUTHORITY

FROM - Intelligence Assistant  
 GS-7 \$4,320.00 per annum  
 OCO  
 6. POSITION TITLE AND NUMBER  
 8. SERVICE GRADE AND SALARY  
 10. ORGANIZATIONAL DESIGNATIONS  
 11. HEADQUARTERS  
 12. FIELD OR DEPARTMENTAL  
 FIELD  DEPARTMENTAL

A. REMARKS (Use reverse if necessary)  
 Slot #145  
 Resigning to accept other employment

B. REQUESTED BY (Name and title) for C.A.T.  
 D. REQUEST APPROVED BY  
 Signature: [Signature]  
 Title: FI/PO

C. FOR ADDITIONAL INFORMATION CALL (State and telephone extension)  
 13. VETERAN PREFERENCE  
 14. POSITION CLASSIFICATION ACTION

15. SEX: [ ] M [ ] F  
 16. RACE: [ ] W [ ] O [ ] OTH  
 17. APPROPRIATION FROM: TO:  
 18. SUBJECT TO C.S. RETIREMENT ACT (YES-NO)  
 19. DATE OF APPOINTMENT AFFIDAVIT (ACCESSIONS ONLY)  
 20. LEGAL RESIDENCE STATE: [ ] CLAIMED [ ] PROVED

21. STANDARD FORM 50 REMARKS  
 [Stamp: RECORDED, M. J. [Signature]]

22. CLEARANCES	INITIAL OR SIGNATURE	DATE	REMARKS
A			
B. CELL OR POS CONTROL			
C. CLASSIFICATION			
D. PLACEMENT OR EMP.			
E.			

F. APPROVED BY [Signature] 8 Jan 53

1. Agency and organizational designations <b>CENTRAL INTELLIGENCE AGENCY</b>				2. Pay period		3. Block No.		4. Slip No.	
5. Employee's name (and social security account number when appropriate) <b>RANDALL, Frederick C.</b>				6. Grade and salary <b>GE - 7 \$4205</b>					
PAY ROLL CHANGE DATA									
	BASE PAY	OVERTIME		GROSS PAY	RET.	TAX	BOND	F.I.C.A.	NET PAY
7. Previous normal		7							
8. New normal									
9. Pay this period									
10. Remarks						11. Appropriation(s) <b>31A-65</b> <b>080/718</b>		12. Prepared by	
								13. Audited by	
<input checked="" type="checkbox"/> Periodic step-increase <input type="checkbox"/> Pay adjustment <input type="checkbox"/> Other step-increase									
14. Effective date <b>14 Sep 52</b>	15. Date last equivalent <b>10 Sep 51</b>	16. Old salary rate <b>\$4205</b>	17. New salary rate <b>\$4370</b>	18. Performance rating is satisfactory or better.  (Signature or other authentication)					
19. LWOP data (Fill in appropriate spaces covering LWOP during following periods): Period(s): <input type="checkbox"/> No excess LWOP. Total excess LWOP _____						(Check appropriate box in case of LWOP)			
STANDARD FORM NO 11264-Revued Form prescribed by Comp. Gen., U. S. Nov. 8 1950, General Enquiries No. 102						<b>PAY ROLL CHANGE SLIP - PERSONNEL COPY</b>   			

SECRET

CONFIDENTIAL FUNDS PERSONNEL ACTION		
NAME	RANDALL, Frederick C	
DATE	10 May 1951	
NATURE OF ACTION	Excepted Appointment	EFFECTIVE DATE 10 September 51
	FROM	TO
TITLE		Intelligence Assistant
GRADE AND SALARY		GS-7 \$5825 p.a.
OFFICE		OSO
DIVISION		FDZ
BRANCH		Branch III
OFFICIAL STATION		
QUALIFICATIONS	APPROVAL FOR ASSISTANT DIRECTOR	EXECUTIVE
CLASSIFICATION	11 1951 F-598	PERSONNEL OFFICER
POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS		YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
PATH OF OFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON		10 September 51
SECURITY CLEARED ON		16 August 51
OVERSEAS AGREEMENT SIGNED		11 September 51
ENTERED ON DUTY		10 September 51
		SIGNATURE OF AUTHENTICATING OFFICER
REMARKS:		
<p>Slot #145</p> <p>DOB - 12/20/23</p> <p>CSFOB - 09/10/51</p> <p>KCO - 09/10/51</p> <p style="text-align: right;">M E</p> <p style="text-align: center;">COPY IN PAYROLL FILES CONFIDENTIAL FUNDS BRANCH</p>		

FORM NO. 37-1  
MAY 1949

SECRET

APP 43-10011

CONFIDENTIAL

MEMORANDUM FOR: Frederick C. Randall

SUBJECT : Acknowledgment of Evaluation Board Functional Category

REFERENCE : Evaluation Board Precepts for Your Grade

1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category W for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, growth potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STUDY THE PRECEPTS AND CONSIDER YOUR OWN CASE CAREFULLY.

2. In general, you should consider the following;
  - a. Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OG performance is not strengthened by reclassifying it as B/OS.
  - b. A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you have demonstrated proficiency in your new assignment.
  - c. A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.

3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home base component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Staff.

4. Please sign and date this notification in the space provided and return it to your Personnel Evaluation and Management Officer or to your Personnel Officer.

ACKNOWLEDGED:

*Frederick C. Randall*  
Signature of Addressee

*July 17, 1979*  
Date

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**CONFIDENTIAL**  
CLASSIFICATION

FITNESS REPORT										
<b>SECTION A GENERAL INFORMATION</b>										
1. EMPLOYEE NUMBER 012170		2. NAME (Last, first, middle) Randall, Frederick C.			3. DATE OF BIRTH M 15 D		4. SEX M		5. GRADE 15 D	
7. OFFICIAL POSITION TITLE Ops Officer				8. DUTY DIV OR OF ASSIGNMENT DO/INS/C/EPG		9. CURRENT STATION Headquarters		10. LEI (CA #) X HQS DF		
11. TYPE OF APPOINTMENT					12. TYPE OF REPORT					
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL				
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER	13. REPORTING PERIOD (FROM TO) 6 Mar - 30 Nov 1978			14. DATE REPORT DUE IN O.P.				
<b>SECTION B QUALIFICATIONS UPDATE</b>										
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.										
<b>SECTION C PERFORMANCE EVALUATION</b>										
<p><b>U—Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.</p> <p><b>M—Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p><b>P—Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S—Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O—Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>										
<b>SPECIFIC DUTIES</b>										
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).										
SPECIFIC DUTY NO. 1 Manages and coordinates review of all DO records subject to disclosure via FOIA, Privacy Act and E.O. 12065. Supervises full- and part-time personnel.							RATING LETTER O			
SPECIFIC DUTY NO. 2 As one of six senior IMS officers, serves as voting member of IMS PMC (for [ ] people) and on thrice-weekly general planning meetings with Chief, IMS.							RATING LETTER P			
SPECIFIC DUTY NO. 3 Supplies factual and legal advice to the DDO, Chief IMS, DDO/IRO, IRC, and OCC on trends and implications pertinent to release of DO information via statute or regulation.							RATING LETTER S			
SPECIFIC DUTY NO. 4 Generates policy initiatives to protect DO sources and methods from disclosure via statute or executive order.							RATING LETTER S			
SPECIFIC DUTY NO. 5							RATING LETTER			
SPECIFIC DUTY NO. 6							RATING LETTER			
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>										
Take this overall appraisal about the employee which encompasses his effectiveness in his current position such as performance of specific duties, productivity, general and supervisory personal traits or skills, and general initiative or attitude. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the Department which rating letter reflects the level of performance.							RATING LETTER S			
DERIVATIVE CL BY [Signature]										

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SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

I rate Mr. Randall "Outstanding" for Duty Number 1 (his principal responsibility) for this period. He had done an exceptional job of supervising, motivating, training and guiding his group in a remorseless and pressure-laden atmosphere, requiring both close attention to detail and constant alertness to broad operational and policy implications. The workload is larger and more complicated than anything I know of handled by any line operational officer with equivalent grade and responsibility. The preceding two fitness reports describe well the nature of the job. It remains only to be noted that Mr. Randall is the perfect man for the job, combining a remarkable match of leadership, operational savvy, legal and policy awareness and, perhaps most important, negotiating ability with both the Agency lawyers and legislative counsels, and the operating divisions in a bizarre situation that completely transcends the DO's need-to-know practices (Top Secret and compartmented, bigotted information must be reviewed) and yet requires the protection of our sources and methods. Dedicated, discreet, smart, and honest, Mr. Randall is very likely one of very few DO officers of his grade who could have handled this job from scratch, done so with virtually flawless output, and created a body of judgments and advice that is trusted, proven and amounts to de facto DO policy on how to protect our secrets.

Mr. Randall also has major planning obligations within INS, serving as a voting member of the PMC and three times a week with Chief, INS and other (continued)

SECTION E

CERTIFICATION AND COMMENTS

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION		IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
9 months		Witness report rating profile	
DATE	OFFICIAL TITLE OF SUPERVISOR	SIGNATURE OF SUPERVISOR	
18 December 1978	Deputy Chief, INS	<i>[Signature]</i>	
I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.		DATE	SIGNATURE OF EMPLOYEE
		18 Dec 1978	<i>Fredrick C. Randall</i>
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
I agree with the letter ratings and the narrative comments above, particularly those in paragraph 1 of the narrative.			
Mr. Randall is a dedicated, forceful, purposeful, dependable, disciplined officer. Although his personal preference would have been to do something else, he effectively manages and leads the Freedom of Information and Privacy Group of INS--demonstrating a self reliant style which has brought great credit to work in this area in the DO and to himself. Mr. Randall's past several fitness reports attested to his talents and growth in this assignment.			
As was observed in Mr. Randall's last fitness report, a new assignment must be found			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE	
30 January 1979	Chief, INS	WILLIAM F. DUNNELLY	
I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.		DATE	SIGNATURE OF EMPLOYEE
		1/30/79	<i>Fredrick C. Randall</i>

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NARRATIVE COMMENTS - continued

Randall, Frederick

Group chiefs in a broad review of disparate IMS operations: computers, information management planning for the DO and its current services. He is articulate and effective in presenting views from the IMS/FPG vantage, but at this level, I want to see more concern about the people and activities of companion IMS elements, more brainstorming of common problems. He is the least active of the four group chiefs in this area, although he has the inquisitiveness and intellect to contribute importantly in cross-discipline problems. I find no weakness here, but Mr. Randall's contributions here do not measure up comparatively to his exceptional performance in all other areas.

In these other areas, covering duties 3 and 4, Mr. Randall and his group stimulated, staffed out and justified three remarkably successful policy changes: a Presidential statement that sources and methods information need not be classified to be protected; a DCI policy that DO records ipso facto are not releasable (despite an OGC opinion to the contrary), and a policy allowing employees access to their files without going through the FOIA or Privacy Act folderol. While not individual accomplishments by Mr. Randall, they bespeak from the leadership and guidance he gave, and they are typical of the kind of case officer professionalism he has and

[redacted] operations and officers I do think it is sad to have to divert good DO talent to disclosure law problems; but if we must, then Mr. Randall's experience and abilities have counted a great deal in such successes we have had in keeping our secrets.

Mr. Randall's fitness reporting is accurate and fair. Per [redacted] it is noted for the record that Mr. Randall displays appropriate concern in equal employment opportunity areas: women comprise more than half of his group. He has three minority officers. Levels of responsibility here are above Agency norm.

REVIEWING OFFICIAL'S COMMENTS - continued

for this experienced supervisor. He has demonstrated his versatility and commitment by doing a job for four years that probably few other DO ops officers/managers would or could do as well as he has. For the good of his morale, the interest of his further development and in the interest of the Directorate, he has earned a change.

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CLASSIFICATION

FITNESS REPORT

SECTION A

GENERAL INFORMATION

1. EMPLOYEE NUMBER 012180	7. NAME (Last, first, middle) Randall, Frederick C	3. DATE OF BIRTH	4. SEX M	5. GRADE GS-15	6. SD D
7. OFFICIAL POSITION TITLE Ops Officer		8. DEPARTMENT OR ORGANIZATION ISS/Chief, PIAG	9. CURRENT STATION Hqs	10. CODE (CR, F) XX Hqs.	11. DP
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input checked="" type="checkbox"/> ANNUAL	<input checked="" type="checkbox"/> REASSIGNMENT OF SUPERVISOR
<input type="checkbox"/> CONTRACT	<input type="checkbox"/> SPECIAL	<input type="checkbox"/> OTHER	13. REPORTING PERIOD (FROM-TO) 1 January 1977-31 December 1977		14. DATE REPORT DUE IN O.P.

SECTION B

QUALIFICATIONS UPDATE

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.

SECTION C

PERFORMANCE EVALUATION

- U-Unsatisfactory** Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.
- M-Marginal** Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
- P-Profligent** Performance is satisfactory. Desired results are being produced in the manner expected.
- S-Strong** Performance is characterized by exceptional proficiency.
- O-Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO.	RATING LETTER
1 Chief, Privacy Information Action Group	S
2	
3	
4	
5	
6	

OVERALL PERFORMANCE IN CURRENT POSITION

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

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DJP  
01178

CLASSIFICATION

REPORT CL BY

CLASSIFICATION

SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance; Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

The merger of units which created the Information Services Staff brought Mr. Randall and his staff under my supervision for the first time. Prior to that we had been colleagues in Services Staff, whose chief wrote Mr. Randall's Fitness Report. No change in function accompanied the change in organization, however, and the praise contained in those earlier reports could be echoed here.

During 1977, Mr. Randall and his group have continued to render this Directorate outstanding service in an arena where there is little glory but the constant threat of disaster. In the preparation of materials for release under FOIA, the Privacy Act or E.O. 11652, the researcher treads a fine, barely visible line between protection of operational secrets and revelation of material properly releasable under the law. He is denied the easy choice of over-protection because each decision is subject to the scrutiny of the courts, and the Agency's credibility is on the line each time a judge challenges a deletion or the denial of a document. (That credibility is apparently quite high in the courts. We have yet to be reversed in appeals cases on information denied by PIAG on grounds of classification or sources/methods.) The research on which we rely is almost autonomous; reviews of finished cases are necessarily limited and (cont'd)

SECTION E

CERTIFICATION AND COMMENTS

MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
	1. BY SUPERVISOR 9/1/78

DATE	OFFICIAL TITLE OF SUPERVISOR	TYPE
12 January 1978	Deputy Chief, ISS	Bruce L. Johnson

2. BY EMPLOYEE	
I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	SIGNATURE OF EMPLOYEE
DATE 13/1/78	<i>Fredrick C. Randall</i>

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I think it is important first to echo the remarks in the last paragraph of the narrative above. Mr. Randall is an exceptionally proficient performer in a position that few other DO officers want to occupy. The DO is fortunate to have a person of his caliber handling FOIA and related matters.

As I see his performance, Mr. Randall has made a significant effort in advancing national intelligence objectives by doing everything possible to protect DO "sources and methods." He has represented us exceedingly well in this area and as a result, to his credit, little has gotten away through the FOIA channel. The way things are organized,

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	IS
16 January 1978	Chief, Staff	Information Services William F. Donnelly

4. BY EMPLOYEE	
I HAVE <input type="checkbox"/> OR HAVE NOT <input checked="" type="checkbox"/> ATTACHED A STATEMENT CONCERNING THE SUPERVISOR'S EVALUATION OF MY PERFORMANCE.	SIGNATURE OF EMPLOYEE
DATE 1/1/78	<i>Fredrick C. Randall</i>

CLASSIFICATION

NARRATIVE COMMENTS - cont'd

cursory, and from the beginning there has been a high premium on both technical accuracy and sound substantive judgment. As Mr. Randall himself noted in a report on his deputy, we have an enviable record as far as "flaps" are concerned; in a situation fraught with danger of inappropriate release of information we have had only five cases where release has led to embarrassment -- out of 7,000 "possibles." Mr. Randall, with typical modesty, uses the statistic in praise of others; I choose to use it to praise him. The Group's record to date is nothing short of astonishing, and Mr. Randall can take great pride in his team's accomplishments.

He has built an extremely able and dedicated team, and he is as quick as anyone I know to ascribe to individual members of that team credit for actions, ideas or progress. They respond to his fairness with loyalty and affection, and their morale in the face of constant harrassment and frustration is testimony to his leadership.

New responsibilities for support to the Office of General Counsel were added to PIAG's burdens this year. Mr. Randall opposed the move and argues (and lobbied) intelligently to preclude it, to no avail. It is to his credit that, having urged a different course of action, he set about to ensure that the unpopular new function received the same careful attention which has been the hallmark of PIAG's other work. As a consequence, our OGC-related efforts, which are very demanding and time-consuming, have the PIAG stamp of excellence on them.

Mr. Randall created the system he manages, and continues to seek ways to improve upon it. Our move to an automated index of reviewed and released documents was urged and supported by Mr. Randall, and he has been equally supportive of a new branch chief's efforts to restructure our Initial Review process. He is also quick to see and to comment on the way our efforts affect larger Agency and government equities, and vice versa.

During this year his responsibilities were broadened by the addition of our Declassification Review Branch to his Group, a reflection of our recognition of the inevitable relationship between scheduled declassification and selective declassification and release under FOIA/PA/E.O. 11652. This Branch will shortly be absorbed by the new Records Review Branch of the DDA, but PIAG will continue to be the focal point for policy formulation on declassification of DO records.

NARRATIVE COMMENTS - cont'd

Mr. Randall has expressed to me his concern about what may be viewed as a drop in his rating from my predecessor's "O" to my "S." I have assured him, and assure the reader, that this change signals no diminution in his performance or effectiveness, but rather a personal inclination to use "Outstanding" very rarely. The narrative comments above should clearly attest to that fact that I view Mr. Randall's performance as very strong, bordering on Outstanding. The Agency and the DO have been fortunate to have a man of this caliber in charge of PIAG.

REVIEWING COMMENTS - cont'd

Mr. Randall is one of the key policy makers in this area. His policies have stood the test up to now as our excellent record in the courts attests.

Having said this, it should be noted that Mr. Randall's numerous accomplishments are partly because the job was there to be created. Within the DO he cut the path which is now followed when handling FOIA matters. He has corrected and improved upon that path several times over. Thus, the time is coming for him to be given a change in assignment; an opportunity to use his managerial and supervisory skills elsewhere. He will have been in his present assignment three years in March 1978. One grows stale reviewing, sanitizing and making judgment calls in the FOIA arena day after day. Mr. Randall isn't stale yet but we should not wait until he reaches that stage to give him a new area in which to work.

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CLASSIFICATION

FITNESS REPORT									
SECTION A GENERAL INFORMATION									
1. EMPLOYEE NUMBER 012170	2. NAME (Last, first, middle) RANDALL, Frederick G	3. DATE OF BIRTH	4. SEX M	5. GRADE GS-15	6. SD D				
7. OFFICIAL POSITION TITLE Ops Officer			8. OFF. DIV/BR OF ASSIGNMENT DO/ISS/PICG		9. CURRENT STATION		10. CODE (if any) <input checked="" type="checkbox"/> HQ <input type="checkbox"/> BR		
11. TYPE OF APPOINTMENT					12. TYPE OF REPORT				
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL	<input checked="" type="checkbox"/> REASSIGNMENT	<input type="checkbox"/>	<input type="checkbox"/> SPECIAL	
13. REPORTING PERIOD (from-to) 1 November 1975-31 December 1976					14. DATE REPORT DUE IN O.P.				
SECTION B QUALIFICATIONS UPDATE									
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.									
SECTION C PERFORMANCE EVALUATION									
<p><b>U—Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.</p> <p><b>M—Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p><b>P—Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S—Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O—Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>									
SPECIFIC DUTIES									
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).									
SPECIFIC DUTY NO. 1 Chief, Policy & Information Coordination Group (DDO/ISS/PICG)								RATING LETTER O	
SPECIFIC DUTY NO. 2								RATING LETTER	
SPECIFIC DUTY NO. 3								RATING LETTER	
SPECIFIC DUTY NO. 4								RATING LETTER	
SPECIFIC DUTY NO. 5								RATING LETTER	
SPECIFIC DUTY NO. 6								RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION									
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.								RATING LETTER O	

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CLASSIFICATION

SECTION D NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

My qualitative assessment and comments in Fred's February 1976 Fitness Report apply equally today; in fact, they fall short, in view of the quantitative and administrative changes of the past year.

The news headlines, the new oversight demands an increasingly

The managerial task of motivating workers in this continuously grinding and frustrating environment was harder this year, yet was met by Fred with the same qualities as those which led his people to write

SECTION E CERTIFICATION AND COMMENTS (over)

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 3/17/77	OFFICIAL TITLE OF SUPERVISOR DDO Information Review Off	TYPED OR PRINTED NAME AND SIGNATURE

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE	DATE 11/13/77	SIGNATURE OF EMPLOYEE <i>Fredrick C. Randall</i>
HAVE ATTACHED	HAVE NOT ATTACHED	

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

No appropriate reviewing official.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
------	--------------------------------------	-------------------------------------

4. BY EMPLOYEE

I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT	DATE	SIGNATURE OF EMPLOYEE
---	------	-----------------------

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CLASSIFICATION

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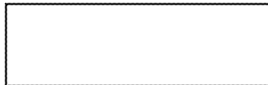
FITNESS REPORT - Frederick C. Randall  
Section D - Narrative Comments

me an unsolicited letter of appreciation for his efforts as their supervisor. We have all felt that one burns out in this kind of thing after about a year and a half; Fred and some of the first people to come aboard are a bit ground down, but, if anything, the quality has improved-- witness the fact that we have yet to lose a case in court or to be forced to release a document we thought should be denied.

Adding to the complexity of Fred's life during this period, was increasing involvement in non-FOIA litigation support, (e.g., [redacted] etc.) both to me and to SA/DDO/O. Additional administrative complexity results from my having changed staffs, while being asked to retain the DDO Information Review Officer function. Hence, split daily support to me as well as periodic support to SA/DDO/O, poses a potentially ticklish situation with Fred's organizational supervisor who is Chief, ISS. In fact, Fred walks this tightrope quite well.

Finally, Fred has persistently tried to convince others that there is a critical need for a centralized capability to assess the total Agency impact of decentralized information release, whether to FOIA, congressional, judicial, news media or other non-intelligence requesters. His efforts are about to bear fruit, since this will be an EAG agenda item next month.

Whether it's bringing his professional overseas background to bear on the analysis for release process; protecting sources and methods in the now "open sunshine" context; trying to save resources and ensure efficient procedures; deal effectively and impressively with senior officers in this Agency and others; or supervise a collection of dedicated and hardworking people, firmly but with good humor and understanding, Fred has done an Outstanding job. He will be very hard to replace, and yet, he should move on.



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CLASSIFICATION

FITNESS REPORT															
SECTION A GENERAL INFORMATION															
1. EMPLOYEE NUMBER 012170		2. NAME (Last, first, middle) Randall, Frederick C.				3. DATE OF BIRTH		4. SEX M	5. GRADE GS-14	6. SD D					
7. OFFICIAL POSITION TITLE Ops Officer				8. OFF/DIV/BR OF ASSIGNMENT DDO/SS/PIC		9. CURRENT STATION Hqs.		10. CODE (ck one)							
11. TYPE OF APPOINTMENT						12. TYPE OF REPORT									
<input checked="" type="checkbox"/>	CAREER	<input type="checkbox"/>	RESERVE	<input type="checkbox"/>	CONTRACT	<input type="checkbox"/>	OTHER (Spec.)	<input type="checkbox"/>	TEMPORARY	<input checked="" type="checkbox"/>	ANNUAL	<input type="checkbox"/>	REASSIGNMENT	<input type="checkbox"/>	SPECIAL
13. REPORTING PERIOD (from-to) 1 November 1974 - 30 October 1975						14. DATE REPORT DUE IN O.P. November 1975									
SECTION B QUALIFICATIONS UPDATE															
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.															
SECTION C PERFORMANCE EVALUATION															
<p><b>U—Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.</p> <p><b>M—Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p><b>P—Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S—Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O—Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>															
SPECIFIC DUTIES															
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).															
SPECIFIC DUTY NO. 1 Chief, Privacy and Information Coordination Staff (DDO/PIC)										RATING LETTER O					
SPECIFIC DUTY NO. 2										RATING LETTER					
SPECIFIC DUTY NO. 3										RATING LETTER					
SPECIFIC DUTY NO. 4										RATING LETTER					
SPECIFIC DUTY NO. 5										RATING LETTER					
SPECIFIC DUTY NO. 6										RATING LETTER					
OVERALL PERFORMANCE IN CURRENT POSITION															
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.										RATING LETTER O					

FORM 45 (REV. 1-73)

CONFIDENTIAL  
CLASSIFICATION

12. IMPDET CE BY 011078

1 MAR 1975

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CLASSIFICATION

SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

Mr. Randall supervises the unit responsible for developing the DDO answer to Freedom of Information Act and Privacy Act requests, both at the initial request level and, increasingly, at the appeal and litigation levels. His organization is still less than one year old but has gone through several growth surges as the public reacted to the past year's publicity about CIA, demanding great amounts of information. Last March, Randall and his secretary played the role, then the T/O went from [ ] to its current level of [ ]. In this period, initial requests received by the Agency

SECTION E

CERTIFICATION AND COMMENTS

(CONT. 1)

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

12 Feb 76

Chief, Services Staff

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE

DATE

SIGNATURE OF EMPLOYEE

HAVE ATTACHED

HAVE NOT ATTACHED

17/1/76

Frederick C Randall

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I concur in the overall rating of "Outstanding". Mr. Randall is the right man in the right job at the right time. Not many would want his job, but it is an extremely important one to CIA at this period. His performance could not reasonably be improved upon.

DATE

25 FEB 1976

OFFICIAL TITLE OF REVIEWING OFFICIAL

Associate Deputy Director  
For Operations

DATE AND SIGNATURE

David H. Bled

4. BY EMPLOYEE

I CERTIFY THAT I HAVE BEEN THE ENTRIES IN ALL SECTIONS OF THIS REPORT

DATE

27 Feb 1976

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FITNESS REPORT - Frederick C. Randall  
Section D - Narrative Comments (Cont'd)

professionalism and seems to have been made for it. As I said in a memo last October which resulted in a QSI for him, in spite of the ambiguity of the guidelines, constant pressure of short deadlines, very large volume of work and cultural trauma generated by the Acts, his performance has been Outstanding.

Earlier fitness reports, in a different context, stated or implied some reservation about his energy or initiative or independent action. I can't imagine that we're talking about the same man. Close to 95% of the mass of Agency FOIA receipts have involved the DDO. I know all of the persons involved in other directorates and said, only 6 months into this year, that Fred was head and shoulders above the others, combining professionalism, tact, persuasiveness, analytic skills, tough-mindedness and pragmatism in sources and methods protection. He suggested policy, strongly influenced implementation, and debated, usually successfully, with the lawyers, with DDO branch, division and staff chiefs, with other Agency contacts and others above his current grade level--all with a sustaining sense of humor.

As to management of his unit: he has consistently resisted empire-building opportunities, trying to keep his staff small. When growth was inevitable, he concentrated on quality in personnel selected for this atypical DDO work rather than accepting the short fix to the statistical backlog problem because routine or "passable" effort is not good enough in litigation. The best reflection of his managerial ability can be seen in an unsolicited testimony from his staff which I have attached to this report to make it a part of the official record; it is the first of its kind to come to my attention in my 23 plus years in the Agency. (If some jaded cynics in these days of non-credibility doubt the spontaneity and true feeling of Mr. Randall's staff in this action, and one or two of my staff have, I can only feel sad for them. This is a breath of fresh air to me.)

Randall has made a singularly impressive shift in direction, has changed career category and, in my judgment, has unqualifiedly demonstrated his command of the position he holds. I have recommended recognition of that fact.

[Redacted Signature]

C/SS

CONFIDENTIAL

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4 February 1976.

MEMORANDUM FOR: Chief, Services Staff

SUBJECT: Fred Randall, C/DDO/PIC

1. This memorandum is intended to state what we, the staff of DDO/PIC, think of our Chief, Mr. Fred Randall. Mr. Randall is not aware of this memorandum.
2. We believe he is outstanding as a manager and fellow worker! His sensitive understanding of human relationships is balanced by a no-nonsense firmness to get the job done. Using extraordinary patience, brains, tact, and diplomacy, along with long hours and weekend time, he has set an example for his entire staff. Mr. Randall's deep knowledge of operations, his grasp of the implications of past operations on current activity, his determination to protect the Agency and the DDO from the devastating impact of unwarranted and unauthorized release of information, and his judgement of the fine line between what should and should not be released under appropriate law and policy, have formed a major line of protection for the USG and the Agency.
3. He has not hesitated to make decisions, nor to disagree when he felt disagreement warranted. A strong aversion to pyramid building has underlined his cost-consciousness to get the most done with the least amount of expenditures. Yet, his determination and firmness are based upon an open, objective mind, willing to listen to different views, and to change his position if he is convinced of the need for change.
4. His strong desire to aid employees in career development is re-inforced by concrete actions, positive suggestions, defined tasks, and frequent checks to assess the quality and quantity of work product.

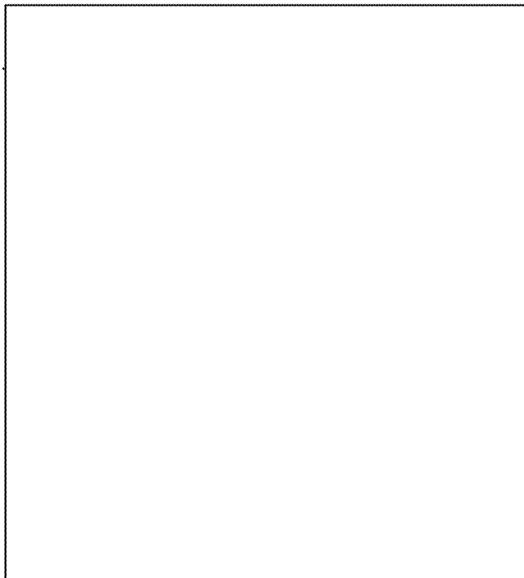
E2 IMPDET  
CL BY 012170

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5. The nature of the task assigned to DDO/PIC includes the word by word review of thousands of pages of documents. The impact on the Agency, and the USG, of unauthorized disclosure of secrets, adds to the weight of constant decision making, and to the strain and tension of defending a crucial perimeter. And this perimeter is under an almost daily attack of erupting crises. Mr. Randall's dedication and superior ability in handling an onerous, difficult, and complex job, filled with frustrations that would dismay and discourage others, has been truly outstanding.

6. Mr. Randall has had his finger in the dike for an incredibly long time. He has been operating in a hazardous, high pressure environment, fraught with penalties if he does not make the right decisions, and little recognized when he does. Yet, his common sense decisions have been accepted, and have become policy-- policy that ordinarily is made by very senior super-grade officers of the Agency. An assignment in DDO/PIC can burn out rapidly many competent individuals. Fred Randall is still going strong, and continuing to do an outstanding job!



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CLASSIFICATION

FITNESS REPORT

SECTION A GENERAL INFORMATION							
1. EMPLOYEE NUMBER 12170	2. NAME (Last, first, middle) Randall, Frederick C.		3. DATE OF BIRTH	4. SEX M	5. GRADE GS-14	6. GD DAC	
7. OFFICIAL POSITION TITLE Ops Officer Chief		8. OFF. DIV. OR OF ASSIGNMENT DDO/SS/PIC	9. CURRENT STATION Headquarters		10. CODE (at end) X HQS. OF		
11. TYPE OF APPOINTMENT				12. TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)	<input type="checkbox"/> TEMPORARY	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL
13. REPORTING PERIOD (from-to) 3 February 1975 to 10 October 1975			14. DATE REPORT DUE IN O.P. 30 November 1975				
SECTION B QUALIFICATIONS UPDATE							
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.							
SECTION C PERFORMANCE EVALUATION							
<p><b>U—Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.</p> <p><b>M—Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.</p> <p><b>P—Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S—Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O—Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
SPECIFIC DUTIES							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						RATING LETTER	
SPECIFIC DUTY NO. 1 SEE ATTACHED MEMORANDUM IN LIEU OF FITNESS REPORT							
SPECIFIC DUTY NO. 2						RATING LETTER	
SPECIFIC DUTY NO. 3						RATING LETTER	
SPECIFIC DUTY NO. 4						RATING LETTER	
SPECIFIC DUTY NO. 5						RATING LETTER	
SPECIFIC DUTY NO. 6						RATING LETTER	
OVERALL PERFORMANCE IN CURRENT POSITION							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct, etc. Consider his performance, personal traits or habits and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER O	

CLASSIFICATION

**SECTION D**

**NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

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**SECTION E**

**CERTIFICATION AND COMMENTS**

**1. BY SUPERVISOR**

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE

**2. BY EMPLOYEE**

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE	DATE	SIGNATURE OF EMPLOYEE
<input type="checkbox"/> HAVE ATTACHED	<input type="checkbox"/> HAVE NOT ATTACHED	

**3. BY REVIEWING OFFICIAL**

COMMENTS OF REVIEWING OFFICIAL

There is no reviewing official for this report.

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
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**4. BY EMPLOYEE**

I CERTIFY THAT I HAVE SEEN THE ENTIRE IN ALL SECTIONS OF THIS REPORT	DATE	SIGNATURE OF EMPLOYEE
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CLASSIFICATION

CONFIDENTIAL

10 October 1975

MEMORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. Frederick C. Randall, GS-14/7

1. This report is submitted as part of a package suggesting that Mr. Randall be awarded a QSI for his performance since becoming the DDO Freedom of Information Officer in February of this year. In this context, it is not appropriate that he see and sign this memorandum, since I want this to be a surprise. Nor, it seems, is it necessary to have a Reviewing Official for this interim report; the DDO has suggested, in commenting on my out-of-cycle recommendation of 8 August, 75 for Mr. Randall's promotion, that a memorandum be submitted recommending a QSI at this time.

2. I consider Mr. Randall's performance as DDO/FIO (now DDO/PIC, for Privacy Act and FOIA Coordinator) to be Outstanding. As I have said elsewhere, he is, in my view, the most impressive of all the Agency FIO's combining DDO professionalism, tact, persuasiveness, analytic skills and an informed, tough-minded approach toward sources and methods protection. I have received considerable laudatory comment about his work from OGC, OLC, O/DDA and within the DO.

3. From a one-man operation with secretary, the FOIA activity expanded in four months to an approved T/O of [ ] with a pending request for 5 more, and the possibility of further increases depending on public reaction to the Privacy Act and the amount of litigation that develops. Fred has done an excellent job of selecting his staff for what is an often frantic, frustrating and long-houred environment; he also manages them well, with humor and compassion and with high analysis and output standards. He is conscious of cost, particularly in human effort, in this exercise and of the need for balance in the application of secrecy criteria in today's environment. I am, obviously, impressed and pleased with his assistance, and feel comfortably supported by his group's efforts in avoiding or preparing for litigation actions in FOIA and Privacy Act cases.

[Redacted Signature]

Chief, Services Staff

I certify that I have read the above report.

Frederick C. Randall

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CLASSIFICATION

FITNESS REPORT

SECTION A GENERAL INFORMATION										
1. EMPLOYEE NUMBER 012170		2. NAME (last, first, middle) Randall, Frederick C.				3. DATE OF BIRTH M		4. SEX M	5. GRADE GS-14	6. SD D
7. OFFICIAL POSITION TITLE Ops Officer				8. OFF/DIV/BR OF ASSIGNMENT DDO/FRD/III		9. CURRENT STATION Headquarters		10. CODE (if any) NOS	11. DP	
11. TYPE OF APPOINTMENT					12. TYPE OF REPORT					
XX CAREER	RESERVE	CONTRACT	OTHER (Spec.)	TEMPORARY	XX ANNUAL	REASSIGNMENT	SPECIAL			
13. REPORTING PERIOD (from-to) 1 November 1973 - 31 October 1974					14. DATE REPORT DUE IN O.P. 30 November 1974					

SECTION B QUALIFICATIONS UPDATE	
IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD "NO" IN THE BOX AT RIGHT.	

SECTION C PERFORMANCE EVALUATION	
U - Unsatisfactory	Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.
M - Marginal	Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.
P - Proficient	Performance is satisfactory. Desired results are being produced in the manner expected.
S - Strong	Performance is characterized by exceptional proficiency.
O - Outstanding	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

SPECIFIC DUTIES	
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).	
SPECIFIC DUTY NO. 1 See attached memorandum.	RATING LETTER
SPECIFIC DUTY NO. 2	RATING LETTER
SPECIFIC DUTY NO. 3	RATING LETTER
SPECIFIC DUTY NO. 4	RATING LETTER
SPECIFIC DUTY NO. 5	RATING LETTER
SPECIFIC DUTY NO. 6	RATING LETTER

OVERALL PERFORMANCE IN CURRENT POSITION	
Take the utmost care to evaluate the employee's ability effectively to discharge position and to perform all of his/her duties. Consider his/her job performance, personal traits or habits, and particular contributions to agency. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which best describes your overall rating of his/her performance.	RATING LETTER S

CLASSIFICATION

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CLASSIFICATION

SECTION D NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet of paper.

SECTION E CERTIFICATION AND COMMENTS

1. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE

2. BY EMPLOYEE

STATEMENT CONCERNING THIS EVALUATION OF MY PERFORMANCE	DATE	SIGNATURE OF EMPLOYEE
<input type="checkbox"/> HAVE ATTACHED	<input type="checkbox"/> HAVE NOT ATTACHED	

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
------	--------------------------------------	-------------------------------------

4. BY EMPLOYEE

IDENTIFY ITEMS THAT HAVE BEEN THE SUBJECT OF	DATE	SIGNATURE OF EMPLOYEE
ALL RATINGS OF THIS REPORT		

CLASSIFICATION

CONFIDENTIAL

MEMORANDUM IN LIEU OF FITNESS REPORT

**NAME:** Frederick C. Randall  
**DATE OF BIRTH:**   
**SEX:** Male  
**GRADE:** GS-14  
**SD:** D  
**POSITION TITLE:** Chief, FR Division, Branch III  
**OFFICE OF ASSIGNMENT:** DDO/FR Division  
**CURRENT STATION:** Headquarters  
**TYPE OF APPOINTMENT:** Career  
**TYPE OF REPORT:** Annual  
**DATE REPORT DUE:** 30 November 1974  
**REPORTING PERIOD:** 1 November 1973 - 31 October 1974  
**EMPLOYEE SERIAL NO.** 012170

Mr. Randall has now functioned as a Branch Chief under my supervision for a period of about sixteen months and we have had ample time to observe him in action in this position. I rate him as an overall "Strong" and give him good marks for a steadily improved performance

CONFIDENTIAL

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121

(Memorandum in Lieu of Fitness Report - Frederick C. Randall)

during the rating period. Whereas I had indicated in his last fitness report a need for him to be more demanding in challenging faulty proposals or resolving problems which come to him at his Branch Chief level, he now exerts a good degree of initiative in independent action and offers good completed staff work to the Division Chief level for scrutiny. Mr. Randall's branch encompasses [redacted]  
[redacted] He keeps effectively abreast of the operational developments coming out of each [redacted] and represents this Division very persuasively in obtaining good guidance messages going back out to [redacted] He has also kept himself well informed on the Management by Objectives targets assigned to each of [redacted] where a total of about [redacted] personnel are assigned, and has been strong in supporting his [redacted] efforts to achieve these objectives.

Mr. Randall has matured nicely as a manager these past months and is on top of the many administrative, personnel and operational support problems which are of a frequently recurring nature in our type operational activity. He is also a good team player, has the best interests of this Division at heart, and gives thoroughly of himself in his job. He has worked hard in bringing himself up to his present level of performance which I appraise as an unqualified "Strong".

CERTIFICATION AND COMMENTS

1. By Employee: I certify that I have seen this report.

Frederick C. Randall  
Frederick C. Randall

Nov 20, 1974  
Date

2. By Supervisor: Employee has been under my supervision 16 months

[redacted]  
[redacted] DC/FR

20 Nov 74  
Date

~~CONFIDENTIAL~~

CONFIDENTIAL

/3/

REVIEWING OFFICIALS COMMENTS (Frederick C. Randall)

I concur generally with the comments of the rating officer. I believe Mr. Randall has shown improvement in his handling of his Branch Chief responsibilities. I agree that he has shown greater initiative in this reporting period than in the previous ones, however, I would still like to see a somewhat greater and quicker recognition on Mr. Randall's part of operational problem areas. Granted that this is a talent that is frequently hard to develop, it is nonetheless, essential for all Branch Chiefs in this Division to achieve a high degree of operational perspicacity. Mr. Randall has the ability and needs only additional experience to improve his focus [redacted]

[redacted] He is a thoughtful and considerate supervisor, respected by his subordinates and he represents the Division very well indeed. Mr. Randall's career would be enhanced were he in a position to accept a field assignment which would get him into direct operational contact, i. e. [redacted] Unfortunately, for family medical reasons he will apparently be confined to the Headquarters area for an indefinite period. On balance, I consider him to be a good Branch Chief who willingly works long hours and does his job well.

Walter L. O'Brien  
Walter L. O'Brien  
Chief, FR Division

4 Dec 74  
Date

I certify that I have seen the above Reviewing Officials comments.

Frederick C. Randall  
Frederick C. Randall

5 Dec 1974  
Date

CONFIDENTIAL

S E C R E T

MEMORANDUM IN LIEU OF FITNESS REPORT

NAME: Frederick Randall 012170  
DATE OF BIRTH:   
SEX: Male  
GRADE: GS-14  
SD: D  
POSITION TITLE: Chief, FR Division, Branch III  
OFFICE OF ASSIGNMENT: DDO/FR Division  
CURRENT STATION: Headquarters  
TYPE OF APPOINTMENT: Career  
TYPE OF REPORT: Annual  
DATE REPORT DUE: 30 November 1973  
REPORTING PERIOD: 16 June 1973 - 31 October 1973  
EMPLOYEE SERIAL NO. 012170

Mr. Randall has served under me for slightly more than three months and had just taken over his new position duties when I arrived for duty in this Division. During this brief period, however, he has displayed considerable dedication and interest in applying himself to his newly assigned tasks as Chief of  This branch which comprises

is shaping up nicely thus far under this supervision, and appears well organized to support the  in the months ahead. He could at times be a bit more demanding in challenging some aspects of proposals or problems at the Branch level instead of allowing them to pass on up to the Division Chief level for decision, but it is hoped that he will gradually develop his style in this direction as he becomes more accustomed to his expanded responsibilities as

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S E C R E T

MEMORANDUM IN LIEU OF FITNESS REPORT - Frederick Randall

Page 2

Branch Chief. The thorough test of his managerial skills, however, will occur in this upcoming period when all the  in his Branch become operationally active on a broad front and will require a continuing high quality of supervision, guidance and support from the Branch Chief's office. I would rate his performance to date as an overall "Strong".

CERTIFICATION AND COMMENTS

1. By Employee: I certify that I have seen this report.

Frederick Randall  
Frederick Randall

23/11/73  
Date

2. By Supervisor: Employee has been under my supervision  
3 months

23 November 73  
Date

3. Reviewing Official's Comments:

I concur generally with the above rating. I also observed in the early days of Mr. Randall's assignment as Branch Chief, that his performance could certainly have been stronger. It took him somewhat longer than I had anticipated to really take charge of his Branch. However, I feel that as he has continued in this assignment he has made very definite progress. He is now generally well informed on the operational activities taking place in his area and has begun to exercise a greater degree of initiative and aggressiveness in handling the operational matters that cross his desk. Had I been the rating officer I probably would have given Mr. Randall a somewhat lower, more qualified "Strong" rating. If he continues to improve in the months ahead as he has in the past several, I believe he can earn an unqualified "Strong" rating for this performance.

Walter L. O'Brien  
Walter L. O'Brien C/FR

13/12/73  
Date

S E C R E T

S E C R E T  
CLASSIFICATION

**FITNESS REPORT**

**SECTION A**

**GENERAL INFORMATION**

1. EMPLOYEE NUMBER 012170	2. NAME (Last, first, middle) Randall, Frederick C.	3. DATE OF BIRTH	4. SEX M	5. GRADE GS-14	6. DD D
7. OFFICIAL POSITION TITLE Ops Officer		8. OFF/DIV/RR OF ASSIGNMENT DDO/FRD/Br. I		9. CURRENT STATION Headquarters	
11. TYPE OF APPOINTMENT			12. TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> CONTRACT	<input type="checkbox"/> OTHER (Spec.)	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> ANNUAL
			<input checked="" type="checkbox"/> REASSIGNMENT	<input type="checkbox"/> SPECIAL	
13. REPORTING PERIOD (from-to) 1 November 1972 - 15 June 1973			14. DATE REPORT DUE IN O.P. Supervisor		

**SECTION B**

**QUALIFICATIONS UPDATE**

IF QUALIFICATIONS UPDATE FORM IS BEING SUBMITTED WITH CHANGES, AND IS ATTACHED TO THIS REPORT, PLACE THE WORD "YES" IN THE BOX TO THE RIGHT. IF NO CHANGES ARE REQUIRED, PLACE THE WORD, "NO" IN THE BOX AT RIGHT.

**SECTION C**

**PERFORMANCE EVALUATION**

**U—Unsatisfactory** Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section D.

**M—Marginal** Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section D and remedial actions taken or recommended should be described.

**P—Proficient** Performance is satisfactory. Desired results are being produced in the manner expected.

**S—Strong** Performance is characterized by exceptional proficiency.

**O—Outstanding** Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.

**SPECIFIC DUTIES**

List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).

SPECIFIC DUTY NO. 1	Provides primary direction and support to [redacted] on the running of clandestine operations in their [redacted]	RATING LETTER	S
SPECIFIC DUTY NO. 2	Provides guidance and support to [redacted] on the management of [redacted]	RATING LETTER	S
SPECIFIC DUTY NO. 3	Maintains continuing relations with all elements of the Directorate of Operations necessary to support and direct the operational activities of [redacted]	RATING LETTER	S
SPECIFIC DUTY NO. 4	Supervises one Intelligence Analyst.	RATING LETTER	S
SPECIFIC DUTY NO. 5		RATING LETTER	
SPECIFIC DUTY NO. 6		RATING LETTER	

**OVERALL PERFORMANCE IN CURRENT POSITION**

Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.

RATING LETTER

S  
13 MAY 1973  
1167



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CLASSIFICATION

SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section C to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section D, attach a separate sheet.

In the less than six months since my preparation of the previous report on Mr. Randall, his overall performance has continued strong. He has effectively continued to provide the day-to-day operational support for the FR [redacted]

[redacted] The level and complexity of the operational support and guidance which he has provided with skill, sensitivity and humanness has continued uniformly high.

Mr. Randall has again effectively trained a new Intelligence Analyst with no loss of efficiency or responsiveness to the ever-increasing field requirements.

Mr. Randall has been under my supervision for 28 months [redacted] [redacted] officer and has continued successfully to meet the challenges of increased responsibility. It is now planned to appoint him as Branch Chief to be responsible for the [redacted]

[redacted] The increase in complexity of this new assignment for him will be heightened by the assignment of additional operational personnel in [redacted] [redacted] which will materially add to the demanding workload of his Branch. We are confident he will be able to meet the challenge of these added responsibilities.

SECTION E

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, C, AND D OF THIS REPORT		
DATE 6 June 1973	SIGNATURE OF EMPLOYEE Richard Randall	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 6 JUN 1973	OFFICIAL TITLE OF SUPERVISOR Chief, FR Branch I	TYPED OR PRINTED NAME AND SIGNATURE
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
There is little for me to add to the above comments. I fully concur with the remarks contained above and as stated, based on Mr. Randall's fine performance we have appointed him as Branch Chief who will be responsible for [redacted]. We have every reason to believe that he will handle this new assignment with skill and look forward to our continuing close association.		
DATE 7 June 1973	OFFICIAL TITLE OF REVIEWING OFFICIAL Chief, FR Division	TYPED OR PRINTED NAME AND SIGNATURE Walter L. O'Brien

CLASSIFICATION  
SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				012170			
<b>SECTION A GENERAL</b>							
1. NAME <i>(Last) (First) (Middle)</i> <b>Randall, Frederick C.</b>			2. DATE OF BIRTH	3. SEX <b>M</b>	4. GRADE <b>GS-14</b>	5. SD <b>D</b>	
6. OFFICIAL POSITION TITLE <b>Ops Officer</b>				7. OFF/DIV/BR OF ASSIGNMENT <b>DDP/FRD/Br. I</b>		8. CURRENT STATION <b>Hqs.</b>	
9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER		<input type="checkbox"/> RESERVE		<input type="checkbox"/> TEMPORARY		<input type="checkbox"/> INITIAL	
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)		<input checked="" type="checkbox"/> ANNUAL		<input type="checkbox"/> REASSIGNMENT SUPERVISOR		<input type="checkbox"/> REASSIGNMENT EMPLOYEE	
11. DATE REPORT DUE IN O.P. <b>30 November 1972</b>				12. REPORTING PERIOD (From - to) <b>1 January 1972 - 31 October 1972</b>			
<b>SECTION B PERFORMANCE EVALUATION</b>							
<p><b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
<b>SPECIFIC DUTIES</b>							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1 Provides primary direction and support to [redacted] on the running of clandestine operations in their [redacted]							RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 2 Provides guidance and support to [redacted] on the management of [redacted]							RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 3 Maintains continuing relations with all elements of the Clandestine Service necessary to support and direct the operational activities of [redacted]							RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 4 Supervises one Intelligence Analyst.							RATING LETTER <b>S</b>
SPECIFIC DUTY NO. 5							RATING LETTER
SPECIFIC DUTY NO. 6							RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.							RATING LETTER <b>S</b>

SECRET

(When Filled In)

SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Randall continues to exercise the responsibility of providing the day-to-day operational support for the FR [redacted]. The comments that were made in the previous fitness report bear repetition. In any other Division [redacted] would involve at least an entire branch and all the supervisory responsibility that such support entails rather than a single officer with an Intelligence Analyst. Mr. Randall does all of this and has continued to do it well. During the year [redacted] have increased substantially in size and in degree and complexity of the operational activities there. He has supported [redacted] exceptionally well.

In addition to carrying on the full-time responsibility for [redacted] he has continued to demonstrate a willingness and a sensitivity to increase the effectiveness of his Intelligence Analyst, who has now gone on [redacted] with additional responsibility, by careful tutorial training and guidance. He has then been called upon to train a second Intelligence Analyst quickly and did so while maintaining a high degree of responsiveness to the continued demands of the [redacted].

Mr. Randall continued to turn in a "Strong" performance and is held in high [Continued/]

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE: 13 December 1972 SIGNATURE: Frederick C. Randall

2. BY SUPERVISOR

MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION: 20 IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE: 13 DEC 1972 OFFICIAL TITLE OF SUPERVISOR: Chief, FR Branch I

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I fully concur in the overall "Strong" rating given to Mr. Randall. During this reporting period he has certainly performed in an extremely able manner. When Mr. Randall was first assigned to our Division Headquarters component, it was my distinct impression that he was very definitely lacking in energy. However, as time has progressed and he has become more experienced in our mode of operations, I am pleased to note that he pursues his operational objectives with very commendable energy and vigor. Mr. Randall writes well and quickly. I think his operational judgment is good. I also believe that his strengths lie in the Headquarters or Staff end of the clandestine service [redacted] and

DATE: 13 DEC 1972 OFFICIAL TITLE OF REVIEWING OFFICIAL: Deputy Chief, FR Division SIGNATURE: Walter L. O'Brien

SECRET

SECRET  
/2/

**FITNESS REPORT: Frederick C. Randall (1 January 1972 - 31 October 1972)**

NARRATIVE COMMENTS (Continued)

regard by the Chiefs and officers of [ ] with whom he deals on a regular basis.

To an individual of Mr. Randall's intellectual depth and basically sound operational approach to Division problems the challenge of even more responsibility is warranted. He is now programmed to assume the operational support responsibility for [ ] sometime next summer.

REVIEWING OFFICIAL'S COMMENTS (Cont.)

handling activities. I think he is ideally situated in his present assignment and we are most happy with his performance in our Division.

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT			EMPLOYEE SERIAL NUMBER		
			012170		
<b>SECTION A GENERAL</b>					
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE 5. DUTY
Randall, Frederick				M	GS-14 D
5. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT	8. CURRENT STATION	
Ops Officer			DOD/IOG/Br. 1	Headquarters	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
<input type="checkbox"/> SPECIAL (Specify):			<input type="checkbox"/> SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
31 January 1972			1 April 1971 - 31 December 1971		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Corrective action taken or proposed in Section C.</p> <p><b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
Provides primary operational support for [redacted] the FR (formerly DO) Division.					S
SPECIFIC DUTY NO. 2					RATING LETTER
Conducts liaison with other area divisions and staffs as concerns the operational activity of [redacted]					S
SPECIFIC DUTY NO. 3					RATING LETTER
Prepares operational correspondence. Contributes to DDP quarterly [redacted] report including the preparation of operational memo- [redacted] requiring DDP or ADDP approval.					S
SPECIFIC DUTY NO. 4					RATING LETTER
Supervises one intelligence assistant.					S
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER
					S

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Amount of performance, managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Randall has the responsibility of providing the day to day operational support to FR [redacted] have increased substantially in size during the past year to where there are presently [redacted] senior case officers and an intelligence assistant [redacted] senior case officers and an intelligence analyst [redacted] all generating significant operational activity requiring substantive guidance, management and organizational initiative of the highest order. In any other Division [redacted] of an element of this size and complexity would involve an entire branch and all the supervisory responsibility that goes with it rather than a single officer and an intelligence analyst. In the FR Division the decision was made to keep the [redacted] and to do a job with carefully selected experienced and skilled senior operations officers who, based on their own field and personal experience, are able to press the right buttons to evoke appropriate responses from the various area divisions and staffs and to provide practical guidance on their own.

In exercising this function, Mr. Randall has continued to demonstrate those critical qualities of energy, loyalty and dedication. He cares. He is concerned with end results as well as the means by which the end is reached. He is

Continued

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE 9/2/72 SIGNATURE OF EMPLOYEE Frederick E. Randall

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 11 IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE 9 February 1972 OFFICIAL TITLE OF SUPERVISOR Chief, FR/BI TYPED OR PRINTED NAME AND SIGNATURE

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I think the narrative portion of the above rating is a thoughtful and accurate account of a conscientious officer's performance. However, I believe the letter grades are a little on the high side as I feel a precise letter description would be in the overall "S-" or "P+" category. Since I have great confidence in the rating officer, I am prepared to defer to his judgment as stated above. I think it might be noted that Mr. Randall has indeed come along very nicely in his present assignment. I believe he is eminently well qualified to perform his current job. I believe that his talents and experience are better utilized in his current assignment than they would be in a more direct operational, i. e., agent handling and

DATE 10 February 1972 OFFICIAL TITLE OF REVIEWING OFFICIAL Deputy Chief, FR Division SIGNATURE OF REVIEWING OFFICIAL Walter L. O'Brien

SECRET

SECRET

- 2 -

Section C - NARRATIVE COMMENTS continued

intellectually honest and has developed his organizational imagination to where he is able to identify the potential operational advantages and disadvantages on which he bases his recommendations for appropriate action.

Mr. Randall is a humanist, careful and considerate in his dealings with others, firm when necessary, scrupulously fair, with a down-to-earth approach and a sensitiveness to the nuances of the interrelations of major headquarters components all of which contribute to his Strong performance.

Mr. Randall unfailingly demonstrates a wide ranging intellectual awareness and curiosity, and is able to refine and use these in his approach to problem solving.

Mr. Randall writes well and succinctly. He continues to turn in a Strong performance and is held in high regard by the [redacted] with whom he regularly deals.

Section D - REVIEWING OFFICIAL'S COMMENTS continued

recruiting situation. On balance, I have been pleased with Mr. Randall's performance and feel that he is doing a good job.

As a final statement, it is my opinion that Mr. Randall does not have the requisite GS-14 convertibility from his present desk assignment to that of an active field case officer charged [redacted]. This is not stated in denigration of Mr. Randall for there is clearly a need and a place for the type of talents he possesses. I think we have found that place in the job that he is now performing.

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT					EMPLOYER SERIAL NUMBER	
					012170	
<b>SECTION A GENERAL</b>						
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD
Randall, Frederick				M	GS-14	D
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION	
Ops Officer			DOD/IOG		Headquarters	
9. CHECK (X) TYPE OF APPOINTMENT:			10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> REASSIGNMENT SUPERVISOR			
<input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE			
SPECIAL (Specify):			SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)			
30 April 1971			1 April 1970 - 31 March 1971			
<b>SECTION B PERFORMANCE EVALUATION</b>						
<p><b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or job separation. Describe action taken or proposed in Section C.</p> <p><b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>						
<b>SPECIFIC DUTIES</b>						
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						
SPECIFIC DUTY NO. 1					RATING LETTER	
Provides primary operational support for DO Division [redacted] including processing of special ADPP [redacted]					O	
SPECIFIC DUTY NO. 2					RATING LETTER	
Conducts liaison with other area divisions and staffs as concerns the operational activity of [redacted]					S	
SPECIFIC DUTY NO. 3					RATING LETTER	
Prepares operational correspondence; contributes to Quarterly Reports and [redacted]					P	
SPECIFIC DUTY NO. 4					RATING LETTER	
Supervises one Intelligence Assistant and partially supervises one clerk-typist.					S	
SPECIFIC DUTY NO. 5					RATING LETTER	
SPECIFIC DUTY NO. 6					RATING LETTER	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>						
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER	
					S	

15 MAY 1971



SECRET

SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, giving comments, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Mr. Randall continues to view his responsibilities with enthusiasm and serious concern. Given the complexities of dealing with every area division and staff within

DDP [redacted] --I would characterize his overall performance as evincing exceptional proficiency. This was accomplished in a period which saw [redacted] increase their striking power numerically rather significantly. In the ultimate, the real test of performance is in recruitment of foreign nationals. While recruitment is not part of Mr. Randall's duties there is no doubt that his support of the [redacted] contributed to the highest record of recruitment that [redacted] had as compared to any other year. At the same time, he consciously maintained an excellent balance in the [redacted] operational purposes. He is held in high regard by [redacted] Chiefs. Since much of the routine desk work is done by his Intel Assistant, it is a tribute to his supervisory capability that this service maintains a high rate of efficiency despite the significant increase in work, and the fact that during this period there were three different intel assistants. Since the supervisor began phasing out of his job for several months prior to 31 March, a rather conscious decision was made to have Mr. Randall in fact assume some of the responsibility of the Branch Chief. Not only has he taken these added tasks willingly and with the confidence of DO's management, but he has performed superbly.

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE  
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE 27/4/71 SIGNATURE OF EMPLOYEE [Signature]

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE 27 April 1971 OFFICIAL TITLE OF SUPERVISOR C/DOI/1

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL  
I concur, generally, with the narrative portion of this report. However, I feel that it is somewhat overstated. Specifically, I would not rate his performance of Duty No. 1 as "outstanding", rather I would rate it "strong". I consider Mr. Randall a capable officer, but feel his overall performance falls somewhere on the border of a "low strong" and a "high proficient". Let me hasten to add that I am fully satisfied with Mr. Randall's performance in his present assignment, and I have every confidence that he will continue to do a completely satisfactory job.

DATE 22 May 1971 OFFICIAL TITLE OF REVIEWING OFFICIAL Acting Chief, DO Division SIGNATURE [Signature] Walter L. O'Brien

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT						EMPLOYEE SERIAL NUMBER	
						012170	
<b>SECTION A GENERAL</b>							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SD	
RANDALL, Frederick C.				M	GS-14	D	
6. OFFICIAL POSITION TITLE			7. OFF. DIV./BR OF ASSIGNMENT		8. CURRENT STATION		
Ops Officer			DDP/DO/I		Headquarters		
9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY				<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR			
<input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)				<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE			
SPECIAL (Specify):				SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From - to)			
30 April 1970				13 December 1969 - 31 March 1970			
<b>SECTION B PERFORMANCE EVALUATION</b>							
<p><b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
<b>SPECIFIC DUTIES</b>							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
Provides primary operational support for DO Division [redacted] including processing of special ADDP [redacted]						S	
SPECIFIC DUTY NO. 2						RATING LETTER	
Prepares operational correspondence: cables, dispatches, projects and special memoranda.						P	
SPECIFIC DUTY NO. 3						RATING LETTER	
Effects liaison with other area divisions and staffs, as appropriate, in support of the [redacted] as concerns operations involving these components of the DDP.						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Supervises one Intelligence Assistant and partially supervises one clerk-typist.						P	
SPECIFIC DUTY NO. 5						RATING LETTER	
Contributes to Monthly [redacted] and Quarterly Reports for DDP on matters concerning the [redacted]						P	
SPECIFIC DUTY NO. 6						RATING LETTER	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
						S	

23 APR 1970  
*[Signature]*

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Mention of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if appropriate. If more space is needed to complete Section C, attach a separate sheet of paper.

This is Mr. Randall's first fitness report for a Headquarters assignment following nearly 9 years in the field, of which over 4 years were at the [redacted] [redacted] Even with this field background of operational activity [redacted]

The reporting period (of 3 1/2 months) is too short a time to give a fair evaluation of Subject's performance. This much can be said. Subject has undertaken his responsibilities with enthusiasm and a willingness to learn. He has made mistakes but these were "par for the course" and none that were not retrievable and correctable. Given the way he has jumped into the fray, I would characterize his overall performance as evincing exceptional proficiency. He is conscious of and maintains a good balance in [redacted] field operational purposes. He is a good supervisor. He has more to absorb and digest in terms of the myriad problems facing an officer giving total support [redacted] He has to date made an auspicious beginning. As a desk officer [redacted] not part of his duties.

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE	
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT	
DATE	SIGNATURE OF EMPLOYEE
2. BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
3 1/2	Subject is on TDY outside of the USA.
DATE	OFFICIAL TITLE OF SUPERVISOR
8 April 1970	C/DOI/1
3. BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL	
I think the above rating is an eminently fair and accurate rating of Mr. Randall. He has caught on quickly and has performed well. I look forward to a continuing good performance from this officer.	
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL
8 April 1970	DOIC/1
	Walter L. O'Brien

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT		EMPLOYEE SERIAL NUMBER
		012170
<b>SECTION A</b>		<b>GENERAL</b>
1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SEX
Randall, Frederick G.		M
4. GRADE	5. SO	
GS-14	D	
6. OFFICIAL POSITION TITLE	7. OFF/DIV. OR OF ASSIGNMENT	8. CURRENT STATION
Ops Officer	DDP/DO	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)	<input type="checkbox"/> ANNUAL	<input checked="" type="checkbox"/> REASSIGNMENT SUPERVISOR
<input type="checkbox"/> SPECIAL (Specify):	<input type="checkbox"/> REASSIGNMENT EMPLOYEE	
11. DATE REPORT DUE IN O.P.	12. REPORTING PERIOD (From - to)	
	18 January 1969 - 12 December 1969	
<b>SECTION B</b>		<b>PERFORMANCE EVALUATION</b>
<p><b>U-Unsatisfactory</b> Performance is unacceptable. A rating in this category requires immediate and positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>M-Marginal</b> Performance is deficient in some aspects. The reasons for assigning this rating should be stated in Section C and remedial actions taken or recommended should be described.</p> <p><b>P-Proficient</b> Performance is satisfactory. Desired results are being produced in the manner expected.</p> <p><b>S-Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O-Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>		
<b>SPECIFIC DUTIES</b>		
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).		
SPECIFIC DUTY NO. 1		RATING LETTER
		P
SPECIFIC DUTY NO. 2		RATING LETTER
		S
SPECIFIC DUTY NO. 3		RATING LETTER
		P
SPECIFIC DUTY NO. 4	Handling [ ] periodic operational summary reports.	RATING LETTER
		S
SPECIFIC DUTY NO. 5		RATING LETTER
SPECIFIC DUTY NO. 6		RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>		RATING LETTER
<p>Fill in to account everything about the employee which influences his effectiveness in his current position such as his knowledge of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or defects. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his total performance.</p>		P

SECRET

(When Filled In)

SECTION C NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

MAR 13 3 28 PM '70

This case officer is intelligent and articulate, and is capable of dealing with equanimity with intellectuals, [redacted] He has had sufficient experience in field assignments to have developed an area of expertise. His operational and intelligence reporting is organized, coherent and thorough.

He was one of the few officers [redacted] during the period. One of these was essentially routine, through no fault of the rated officer, but in another case the officer skillfully [redacted] as he also did in [redacted] which had the additional complexity of [redacted] involvement. In all these cases the officer illustrated his ability to plan, organize and carry through an operation to a successful conclusion.

If I were to fault this officer I would say that he is not essentially an activist, and [redacted] notable [redacted] Conversely he does possess the sense of caution which [redacted] also saves mistakes.

(continued on separate sheet)

SECTION D CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE 3 February 1970 SIGNATURE OF EMPLOYEE Frederick C. Randall (Signed in Pseudo on Form 45a)

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 12 IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE 3 February 1970 OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

I am somewhat surprised that the rater gives an overall rating of "P" for Subject's performance when in the rater's own words "he was one of the few officers within [redacted] In another recent fitness report on another officer who has since been transferred and whose activities for the year have been [redacted] the rater gave him the overall rating of "S". Apparently the rater prefers [redacted] The fact remains that Subject, while giving the outward impression of being low-key, was indeed an active and thorough case officer and was given special assignments because of his dependability and capability. I would have given Subject a higher rating.

6 March 1970

C/DOM/1

SECRET

S-E-C-R-E-T

SECTION C NARRATIVE COMMENTS (Continued)

I would rate this officer higher in any job which puts greater emphasis on orderly analytical production.

Officer is adequately cost-conscious. I had no opportunity to observe his capability as a supervisor.

S-E-C-R-E-T

SECRET  
(When Filled In)

FITNESS REPORT						EMPLOYEE SERIAL NUMBER	
						012170	
<b>SECTION A GENERAL</b>							
1. NAME <i>(Last)</i> <b>Randall</b> <i>(First)</i> <b>Frederick</b> <i>(Middle)</i>		2. DATE OF BIRTH		3. SRX <b>M</b>	4. GRADE <b>GS-14</b>	5. SO <b>D</b>	
6. OFFICIAL POSITION TITLE <b>Ops Officer</b>				7. OFF/DIV/BR OF ASSIGNMENT <b>DDP/DOD</b>		8. CURRENT STATION	
9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/>	CAREER	<input type="checkbox"/>	RESERVE	<input type="checkbox"/>	TEMPORARY	<input checked="" type="checkbox"/>	REASSIGNMENT SUPERVISOR
<input type="checkbox"/>	CAREER-PROVISIONAL (See Instructions - Section C)			<input type="checkbox"/>	ANNUAL	<input type="checkbox"/>	REASSIGNMENT EMPLOYEE
<input type="checkbox"/>	SPECIAL (Specify)			<input type="checkbox"/>	SPECIAL (Specify)		
11. DATE REPORT DUE IN O.P.				12. REPORTING PERIOD (From - to)			
				<b>1 April 1968 - 17 January 1969</b>			
<b>SECTION B PERFORMANCE EVALUATION</b>							
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
<b>SPECIFIC DUTIES</b>							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
						<b>S</b>	
SPECIFIC DUTY NO. 2						RATING LETTER	
						<b>P</b>	
SPECIFIC DUTY NO. 3						RATING LETTER	
						<b>P</b>	
SPECIFIC DUTY NO. 4						RATING LETTER	
						<b>S</b>	
SPECIFIC DUTY NO. 5						RATING LETTER	
Preparation of operational and intelligence reports.						<b>S</b>	
SPECIFIC DUTY NO. 6						RATING LETTER	
Supervision of one secretary.						<b>S</b>	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influenced his effectiveness in his current position such as performance of specific duties, creativity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
						<b>S</b>	

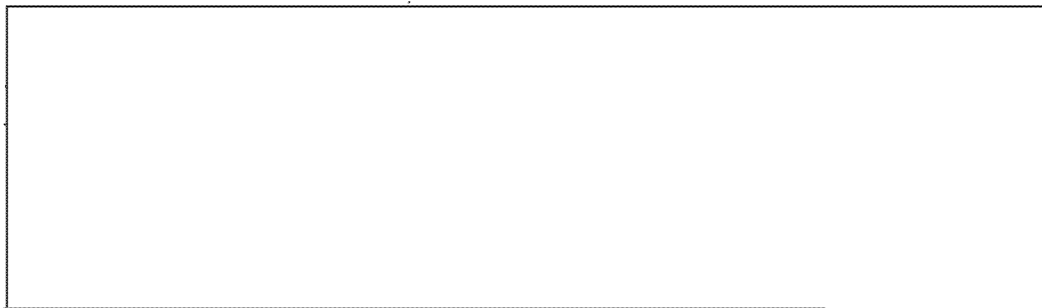
SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on. JAN 27 9 14 AM '69 If space is needed to complete Section C, attach a separate sheet of paper.



He performs his supervisory functions well. He has asked for transfer to [redacted] and the rating officer endorses this request, feeling that Subject's high degree of expertise in the FE area would well qualify him for work of a substantive nature in the [redacted]. Subject is cost conscious and his accounting for official funds is prompt and accurate. No training is contemplated or recommended at this time.

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
16 Jan. 1969	[redacted]	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
49		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
16 Jan. 1969	[redacted]	[redacted]
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
As Reviewing Official, I am in complete accord with the performance evaluation given this employee as outlined above.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	[redacted]
16 January 1969	[redacted]	

SECRET



SECRET

(When Filled In)

FITNESS REPORT		NUMBER		
		012170		
<b>SECTION A GENERAL</b>				
1. NAME (Last) (First) (Middle) RANDALL, Frederick C.		2. DATE OF BIRTH	3. SEX M	4. GRADE GS-14
		5. SD D		
6. OFFICIAL POSITION TITLE Ops Officer		7. OFF. DIV/BR OF ASSIGNMENT DDP/DOD/Wash.	8. CURRENT STATION Washington	
9. CHECK (X) TYPE OF APPOINTMENT		10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/>	CAREER	<input type="checkbox"/>	RESERVE	<input type="checkbox"/>
<input type="checkbox"/>	TEMPORARY	<input type="checkbox"/>	INITIAL	<input type="checkbox"/>
<input type="checkbox"/>	CAREER-PROVISIONAL (See Instructions - Section C)	<input checked="" type="checkbox"/>	ANNUAL	<input type="checkbox"/>
SPECIAL (Specify):		SPECIAL (Specify):		
11. DATE REPORT DUE IN D.P. 25 April 1968		12. REPORTING PERIOD (From- to) 1 April 1967 - 31 March 1968		
<b>SECTION B PERFORMANCE EVALUATION</b>				
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and shows no deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>				
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).				
SPECIFIC DUTY NO. 1				RATING LETTER
				S
SPECIFIC DUTY NO. 2				RATING LETTER
				P
SPECIFIC DUTY NO. 3				RATING LETTER
				P
SPECIFIC DUTY NO. 4				RATING LETTER
				S
SPECIFIC DUTY NO. 5				RATING LETTER
Preparation of operational and intelligence reports				S
SPECIFIC DUTY NO. 6				RATING LETTER
Supervision of one secretary				P
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>				
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.				RATING LETTER
				P

**SECRET**  
(When Filled In)

**SECTION C NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

Subject is the FE "referent" for the [redacted] and, as such, has the responsibility for coordinating all work against the

[redacted]

[redacted] He writes well and is orderly and professional in his approach to operations. His [redacted] case is cited in this regard. Although he continues to feel a bit unsure of himself in operational areas other than FE (to a degree not warranted by his performance, [redacted] he is improving in this regard and is on his way to bringing his operational activity in other areas up to the level of his performance [redacted]. He performs his supervisory functions well. He is very cost conscious and his accounting for official funds is prompt and accurate. No particular training is contemplated or recommended at this time.

**SECTION D CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE

I CERTIFY  
DATE 25/4/68 SIGNA [redacted]

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 40  
IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE 25 April 1968 OFFICIAL TITLE OF SUPERVISOR Chief, [redacted]

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL  
As Reviewing Official I am in full concurrence with the evaluation given this employee, as outlined above.

DATE 1 May 1968 OFFICIAL TITLE OF REVIEWING OFFICIAL [redacted] (Signed in pseudo on Form 45a) [redacted]

SECRET

TRAINING REPORT

[Redacted]  
40 hours, full time 4 - 8 March 1968

Student : Randall, Frederick C. Office : DO  
Year of Birth: [Redacted] Service Designation: D  
Grade : GS-14 No. of Students : 25  
EOD Date : Sept. 1951

COURSE OBJECTIVE

[Redacted]

ACHIEVEMENT RECORD

This is a certificate of attendance. No record is made of individual performance in the course.

FOR THE DIRECTOR OF TRAINING:

[Redacted Signature] 15 MAR 1968  
Date  
[Redacted Title] Instructor

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				012170	
<b>SECTION A GENERAL</b>					
1. NAME <b>RANDALL</b> (Last) <b>Frederick</b> (First) <b>C.</b> (Middle)		2. DATE OF BIRTH	3. SEX <b>M</b>	4. GRADE <b>GS-13</b>	5. SD <b>D</b>
6. OFFICIAL POSITION TITLE <b>Operations Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>DDP/W</b>		8. CURRENT STATION <b>DoD</b> <b>Washington, D. C.</b>
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	REASSIGNMENT SUPERVISOR	
CAREER-PROVISIONAL (See Instructions - Section C)			<input type="checkbox"/> ANNUAL	REASSIGNMENT EMPLOYEE	
SPECIAL (Specify)			<input checked="" type="checkbox"/> SPECIAL (Specify) <b>Recommendation</b>		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)		
			<b>November 1966 - 31 March 1967</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<b>W - Weak</b>	Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.				
<b>A - Adequate</b>	Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.				
<b>P - Proficient</b>	Performance is more than satisfactory. Desired results are being produced in a proficient manner.				
<b>S - Strong</b>	Performance is characterized by exceptional proficiency.				
<b>O - Outstanding</b>	Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.				
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
					<b>S</b>
SPECIFIC DUTY NO. 2					RATING LETTER
					<b>O</b>
SPECIFIC DUTY NO. 3					RATING LETTER
Preparation of operational, intelligence and administrative correspondence.					<b>S</b>
SPECIFIC DUTY NO. 4					RATING LETTER
Supervision of one secretary/stenographer.					<b>S</b>
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					RATING LETTER
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					<b>S</b>

SECRET

(When Filled In)

**SECTION C NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain findings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. If extra space is needed to complete Section C, attach a separate sheet of paper.

appropriate. He is very cost conscious [redacted] is characterized by good judgement and prompt accountings. He has excellent working relations with his colleagues [redacted] in Headquarters.

(Continued on supplement sheet)

**SECTION D CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE 13/12/67 SIGNATURE OF EMPLOYEE [Signature]

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE 13/12/67 OFFICIAL TITLE OF SUPERVISOR Chief, [redacted] [redacted] JURE

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

The Undersigned is in complete accord with the narrative comments of Subject's immediate supervisor.

DATE 17/3/67 OFFICIAL TITLE OF REVIEWING OFFICIAL [redacted]

SECRET

SECRET

FITNESS REPORT FOR: Frederick C. RANDALL

SUPPLEMENT SHEET

Continuation of Section C:

Subject's liaison contacts with [redacted] officials have been handled in a superior manner reflecting credit on the Agency; [redacted] officers concerned have praised Subject's work.

He supervises one secretary/stenographer.

No training is contemplated at this time.

SECRET

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
				012170 ✓	
<b>SECTION A GENERAL</b>					
1. NAME (Last) <b>RANDALL</b>		(First) <b>Fredorick</b>		(Middle) <b>C.</b>	
2. DATE OF BIRTH		3. SEX <b>M</b>		4. GRADE <b>GS-13</b>	
5. OFFICIAL POSITION TITLE <b>Ops Officer</b>		7. OFF. DIV./BR OF ASSIGNMENT <b>FE</b>		6. CURRENT STATION <b>Washington, D. C.</b>	
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT		
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
<input type="checkbox"/> SPECIAL (Specify):			<input checked="" type="checkbox"/> SPECIAL (Specify) <b>Recommendation for Promotion</b>		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) <b>February 1966 to September 1966</b>		
<b>SECTION B PERFORMANCE EVALUATION</b>					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
<b>SPECIFIC DUTIES</b>					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1					RATING LETTER
					S
SPECIFIC DUTY NO. 2					RATING LETTER
Preparation of operational and administrative correspondence					S
SPECIFIC DUTY NO. 3					RATING LETTER
Supervision of one secretary/stenographer.					S
SPECIFIC DUTY NO. 4					RATING LETTER
					O
SPECIFIC DUTY NO. 5					RATING LETTER
SPECIFIC DUTY NO. 6					RATING LETTER
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job (cooperativeness), pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER
93 SEP 1966 DE 25					S

SECRET

(When Filled In)

SECTION C		NARRATIVE COMMENTS <i>UF</i>	
<p>Indicate significant strengths or weaknesses demonstrated in current position keeping in perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial <i>UC</i> supervisory duties and cost consciousness in the use of personnel, space, equipment and funds, must be commented on, if applicable. <i>10</i> If a space is needed to complete Section C, attach a separate sheet of paper. <i>27 AU</i></p>			
<p>[Redacted]</p>			
<p>[Redacted] His knowledge of Far Eastern politics, geography and contemporary history is encyclopedic, and his handling [Redacted] confirms the high marks given him by FE supervisors in earlier reports. He has begun to use his</p>			
<p>[Redacted]</p>			
<p>characterized by good judgment and prompt accountings. He has excellent working relations with his colleagues [Redacted] in Headquarters.</p>			
<p>(Continued on attachment)</p>			

SECTION D		CERTIFICATION AND COMMENTS	
1. BY EMPLOYEE			
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT			
DATE	SIGNATURE OF EMPLOYEE		
15 September 1966	[Redacted]		
2. BY SUPERVISOR			
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION		
12	Not shown to employee because of promotion request.		
DATE	OFFICIAL TITLE OF SUPERVISOR	SIGNATURE	
15 September 1966	Chief, [Redacted]	[Redacted]	
3. BY REVIEWING OFFICIAL			
COMMENTS OF REVIEWING OFFICIAL			
Mr. Randall is an experienced, calm and sober individual who has raised the level of the quality of operational work [Redacted]			
[Redacted] I concur in the above evaluation.			
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	SIGNATURE	
16 September 1966	ACOS	[Redacted]	

SECRET



SECRET

Continuation of Section C Fitness Report F. C. Randall

[Redacted]

Officers concerned have praised  
Subject's ability to the undersigned.

No training is contemplated at this time.

SECRET

31 12 7 51 1 20

**SECRET**  
(When Filled In)

FITNESS REPORT					EMPLOYEE SERIAL NUMBER	
					012170	
<b>SECTION A GENERAL</b>						
1. NAME (Last) (First) (Middle) <b>RANDALL, Frederick C.</b>			2. DATE OF BIRTH	3. SEX <b>M</b>	4. GRADE <b>GS-13</b>	5. SS <b>D</b>
6. OFFICIAL POSITION TITLE <b>Ops Officer</b>			7. OFF/DIV/BR OF ASSIGNMENT <b>JCA FE</b>			
8. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT			
<input type="checkbox"/> CAREER	<input type="checkbox"/> RESERVE	<input type="checkbox"/> TEMPORARY	<input type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT SUPERVISOR		
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT EMPLOYEE		
<input type="checkbox"/> SPECIAL (Specify):			<input checked="" type="checkbox"/> SPECIAL (Specify): <b>Recommendation for Promotion</b>			
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) <b>January 1966 - 14 February 1966</b>			
<b>SECTION B PERFORMANCE EVALUATION</b>						
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>						
<b>SPECIFIC DUTIES</b>						
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).						
SPECIFIC DUTY NO. 1					RATING LETTER	
					<b>S</b>	
SPECIFIC DUTY NO. 2					RATING LETTER	
Preparation of operational and administrative correspondence					<b>S</b>	
SPECIFIC DUTY NO. 3					RATING LETTER	
Supervision of one secretary/stenographer.					<b>S</b>	
SPECIFIC DUTY NO. 4					RATING LETTER	
SPECIFIC DUTY NO. 5					RATING LETTER	
SPECIFIC DUTY NO. 6					RATING LETTER	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>						
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal habits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER	
					<b>S</b>	

31 FEB 1966

SECRET  
(When Filled In)

OFFICE OF PERSONNEL

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties should be described, if applicable.

[Redacted]

[Redacted] His knowledge of Far Eastern politics, geography and contemporary history is encyclopedic and [Redacted] confirms the high marks given him by FE supervisors in earlier reports.

[Redacted]

[Redacted] characterized by good judgement and prompt accountings. He has excellent working relations with his colleagues [Redacted] in Headquarters.

No training is contemplated at this time beyond the Clandestine Services Review Course which Subject will take in March 1966.

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE 14 February 1966 SIGNATURE OF EMPLOYEE *J. Edward C. Randall*

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 6 IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE 14 February 1966 OFFICIAL TITLE OF SUPERVISOR Chief, [Redacted]

3. BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Concur. An active, hard-working and well-motivated case officer.

DATE 14 February 1966 OFFICIAL TITLE OF REVIEWING OFFICIAL Chief of Station [Redacted] TYPE [Redacted] SIGNATURE Harry A. Rositake

SECRET



SECRET

RANDALL, Frederick C.

have the opportunity for [redacted] and is aware that this activity will not be limited [redacted] to FE Division, but will give him the chance to participate actively in the planning [redacted]

No training is recommended at this time beyond the Clandestine Service Review Course which Subject will take in March 1966.

Subject exercises good judgement in his [redacted] and his accountings are prompt.

He gets along well with his colleagues at the Station and in Headquarters.

CERTIFICATION AND COMMENTS

BY EMPLOYEE

Date

3 January 1966

Signature of Employee

Frederick C. Randall

BY SUPERVISOR

Months Employee Has Been Under My Supervision

4

Date

29 December 1965

Chief, [redacted]

Signature

[redacted]

BY REVIEWING OFFICIAL

*Concur*

Date

4 JAN 1966

CCO, Washington

Signature

[redacted]

SECRET

Document No. 10 FJTT 13826

SECRET  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				012170			
<b>SECTION A GENERAL</b>							
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SEX	4. GRADE	5. SO	
Randall, Frederick C.				M	GS-13	D	
6. OFFICIAL POSITION TITLE			7. OFF. DIV/OR OF ASSIGNMENT		8. CURRENT STATION		
Ops Officer			DDP/FE				
9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY				<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR			
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)				<input type="checkbox"/> ANNUAL <input checked="" type="checkbox"/> REASSIGNMENT EMPLOYEE			
SPECIAL (Specify):				SPECIAL (Specify):			
11. DATE REPORT DUE IN G.P.				12. REPORTING PERIOD (From - to)			
				1 January - 20 June 1965			
<b>SECTION B PERFORMANCE EVALUATION</b>							
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
<b>SPECIFIC DUTIES</b>							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1						RATING LETTER	
Station Agreed Activities Officer						O	
SPECIFIC DUTY NO. 2						RATING LETTER	
Supervisor of persons handling Registry and KURIOT matters.						S	
SPECIFIC DUTY NO. 3						RATING LETTER	
Supervisor of Area <span style="border: 1px solid black; display: inline-block; width: 100px; height: 15px;"></span> <span style="margin-left: 20px;">DC 52 DA 11</span>						S	
SPECIFIC DUTY NO. 4						RATING LETTER	
Case Officer as required.						S	
SPECIFIC DUTY NO. 5						RATING LETTER	
Commanding Officer of Station's principal <span style="border: 1px solid black; display: inline-block; width: 100px; height: 15px;"></span>						S	
SPECIFIC DUTY NO. 6						RATING LETTER	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, plus the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER	
						S	
29 JUN 1965							

~~SECRET~~  
COA 1-112-0 (1-1)

**SECTION C NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in perspective their relationship to overall performance. State suggestions made for improvement of work performance and recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B as provide best basis for determining future personnel action. Manner of performance of managerial or supervisory duties, if described, if applicable.

PERSONNEL  
JUL 29 1 55 PM '65

There is little I can add to the comments made in the annual report prepared earlier this year. I would like to reiterate, however, at this time of Subject's departure, the Station's continued support for his promotion to GS-14 as first recommended in August 1963.

**SECTION D CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE  
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE: 15 Jun 65 SIGNATURE OF EMPLOYEE: /s/ Frederick Randall

2. BY SUPERVISOR  
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION: 9 IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION:

DATE: 21 Jun 65 OFFICIAL TITLE OF SUPERVISOR: DCOS TYPED OR PRINTED NAME AND SIGNATURE: /s/ [Redacted]

3. BY REVIEWING OFFICIAL  
COMMENTS OF REVIEWING OFFICIAL:

I Concur.

DATE: 15 Jun 65 OFFICIAL TITLE OF REVIEWING OFFICIAL: COX TYPED OR PRINTED NAME AND SIGNATURE: /s/ William V. Broe

~~SECRET~~

UNCLASSIFIED

SECRET (When Filled In)

13070

FITNESS REPORT						EMPLOYEE SERIAL NUMBER		
						011170		
<b>SECTION A GENERAL</b>								
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH	3. SER	4. GRADE	5. SS		
Randall, Frederick C.				M	GS-13	D		
6. OFFICIAL POSITION TITLE			7. OFF/DIV/BR OF ASSIGNMENT		8. CURRENT STATION			
Ops Officer			DDP/FE					
9. CHECK (X) TYPE OF APPOINTMENT			10. CHECK (X) TYPE OF REPORT					
<input checked="" type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY			<input type="checkbox"/> INITIAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR					
<input type="checkbox"/> CAREER-PROVISIONAL (See instructions - Section C)			<input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT EMPLOYEE					
<input type="checkbox"/> SPECIAL (Specify)			<input type="checkbox"/> SPECIAL (Specify)					
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to)					
28 February 1965			1 January - 31 December 1964					
<b>SECTION B PERFORMANCE EVALUATION</b>								
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>								
<b>SPECIFIC DUTIES</b>								
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).								
SPECIFIC DUTY NO. 1						RATING LETTER		
Station Agreed Activities Officer						O		
SPECIFIC DUTY NO. 2						RATING LETTER		
Supervisor of persons handling Registry and KURIOT matters.						S		
SPECIFIC DUTY NO. 3						RATING LETTER		
[ ]						S		
SPECIFIC DUTY NO. 4						RATING LETTER		
Case officer as required.						S		
SPECIFIC DUTY NO. 5						RATING LETTER		
[ ]						S		
SPECIFIC DUTY NO. 6						RATING LETTER		
[ ]						[ ]		
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>								
You rate overall everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular assignments or projects. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER		
[ ]						S		

DB40



~~SECRET~~  
(When Filled In)

**SECTION C**

**NARRATIVE COMMENTS**

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for promotion or demotion on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

FEB 10 3 52 PM '65

Subject performs his principal duty -- handling Agreed Activities -- in outstanding fashion. In this field he represents not only this Station but other FE Stations and [redacted] in general. Because of his sound operational background, presence of mind, forceful reasoning, and the consideration the [redacted] therefore holds for him, Subject has been able to play a prime part in our excellent Agreed Activities posture out here. As a result much valuable time -- [redacted]

[redacted] has been saved both by this Station and other KUBARK elements. For this reason the Station is recommending by separate correspondence that Subject be awarded a Quality Step Increase.

Subject also performs his other duties in strong fashion. He is capable, versatile, and continues to show fine career potential.

**SECTION D**

**CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE	SIGNATURE OF EMPLOYEE	
28 January 1965	/s/ Frederick C. Randall	
2. BY SUPERVISOR		
MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
28 January 1965	DOCS	/s/ [redacted]
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
I heartily concur with the statement made in Section C above. This employee's contribution to this Station has been of the highest caliber.		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
28 January 1965	DOCS	/s/ William Brown

~~SECRET~~  
CONFIDENTIAL

8

**CONFIDENTIAL**  
**SECRET**  
(When Filled In)

TT TO FJTT-11286

FITNESS REPORT				EMPLOYEE SERIAL NUMBER			
				012170			
<b>SECTION A GENERAL</b>							
1. NAME (Last) (First) (Middle) Randall Frederick C			2. DATE OF BIRTH	3. SEX M	4. GRADE GS-13	5. SD D	
6. OFFICIAL POSITION TITLE Ops Officer				7. OFF/DIV/BR OF ASSIGNMENT DDP/FE/		8. CURRENT STATION	
9. CHECK (X) TYPE OF APPOINTMENT				10. CHECK (X) TYPE OF REPORT			
<input checked="" type="checkbox"/> CAREER		<input type="checkbox"/> RESERVE		<input type="checkbox"/> TEMPORARY		<input type="checkbox"/> INITIAL	
<input type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)				<input checked="" type="checkbox"/> ANNUAL		<input type="checkbox"/> REASSIGNMENT SUPERVISOR	
<input type="checkbox"/> SPECIAL (Specify):				<input type="checkbox"/> SPECIAL (Specify):			
11. DATE REPORT DUE IN O.P. Feb 64				12. REPORTING PERIOD (From - to) 1 January to 31 December 1963			
<b>SECTION B PERFORMANCE EVALUATION</b>							
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>							
<b>SPECIFIC DUTIES</b>							
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).							
SPECIFIC DUTY NO. 1 Station PBRAMPART officer						RATING LETTER S	
SPECIFIC DUTY NO. 2 Supervisor of Central Registry ( persons)						RATING LETTER S	
SPECIFIC DUTY NO. 3 Supervisor						RATING LETTER S	
SPECIFIC DUTY NO. 4 Case officer for important						RATING LETTER S	
SPECIFIC DUTY NO. 5 Officer in charge for Station's primary						RATING LETTER S	
SPECIFIC DUTY NO. 6 Staff supervision of Station's KURICT activities						RATING LETTER S	
<b>OVERALL PERFORMANCE IN CURRENT POSITION</b>							
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.						RATING LETTER S	

**CONFIDENTIAL**  
**SECRET**

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

This officer has continued the strong performance indicated in his last report. During the rating period he has continued to grow with the job and is certainly ready for broader responsibilities. Our outstanding recommendation for his promotion to the next higher grade demonstrates how we value his services and evaluate his performance.

SECTION D

CERTIFICATION AND COMMENTS

1. BY EMPLOYEE		
I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT		
DATE 12/19/63	SIGNATURE OF EMPLOYEE /s/ Frederick Randall	
2. BY SUPERVISOR		
MONTHS EMPLOYER HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
DATE 12/19/63	OFFICIAL TITLE OF SUPERVISOR DCOG	TYPED OR PRINTED NAME AND SIGNATURE
3. BY REVIEWING OFFICIAL		
COMMENTS OF REVIEWING OFFICIAL		
[ ] has made exceptional strides and has an excellent record in the difficult field of coordination of operations with the various [ ] elements. A very high degree of the credit for this situation can be attributed to the excellent work of this employee.		
DATE 19 December 1963	OFFICIAL TITLE OF REVIEWING OFFICIAL COS	TYPED OR PRINTED NAME AND SIGNATURE /s/ William Broe

SECRET

CONFIDENTIAL

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER	
<i>Mtd</i> <b>SECTION A</b>				<b>GENERAL</b>	
1. NAME (Last) (First) (Middle) Randall, Frederick			2. DATE OF BIRTH	3. SEX M	4. GRADE GS-13
5. SD D			6. OFFICIAL POSITION TITLE Ops Officer		7. OFF/DIV/BR OF ASSIGNMENT FE
8. CHECK (X) TYPE OF APPOINTMENT			9. CURRENT STATION		
<input type="checkbox"/> CAREER <input type="checkbox"/> RESERVE <input type="checkbox"/> TEMPORARY <input checked="" type="checkbox"/> CAREER-PROVISIONAL (See Instructions - Section C)			10. CHECK (X) TYPE OF REPORT <input type="checkbox"/> INITIAL <input checked="" type="checkbox"/> ANNUAL <input type="checkbox"/> REASSIGNMENT SUPERVISOR <input type="checkbox"/> REASSIGNMENT EMPLOYEE		
SPECIAL (Specify):			SPECIAL (Specify):		
11. DATE REPORT DUE IN O.P.			12. REPORTING PERIOD (From - to) 1 Jan 62 - 31 Dec 62		
SECTION B PERFORMANCE EVALUATION					
<p><b>W - Weak</b> Performance ranges from wholly inadequate to slightly less than satisfactory. A rating in this category requires positive remedial action. The nature of the action could range from counseling, to further training, to placing on probation, to reassignment or to separation. Describe action taken or proposed in Section C.</p> <p><b>A - Adequate</b> Performance meets all requirements. It is entirely satisfactory and is characterized neither by deficiency nor excellence.</p> <p><b>P - Proficient</b> Performance is more than satisfactory. Desired results are being produced in a proficient manner.</p> <p><b>S - Strong</b> Performance is characterized by exceptional proficiency.</p> <p><b>O - Outstanding</b> Performance is so exceptional in relation to requirements of the work and in comparison to the performance of others doing similar work as to warrant special recognition.</p>					
SPECIFIC DUTIES					
List up to six of the most important specific duties performed during the rating period. Insert rating letter which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).					
SPECIFIC DUTY NO. 1 Station PBRAMPART officer					RATING LETTER P
SPECIFIC DUTY NO. 2 Supervisor of central registry ( ) persons)					RATING LETTER S
SPECIFIC DUTY NO. 3 Supervisor ( ) (see Section C)					RATING LETTER S
SPECIFIC DUTY NO. 4 Case officer for important ( )					RATING LETTER S
SPECIFIC DUTY NO. 5 Officer in Charge for Station's primary ( ) unit					RATING LETTER S
SPECIFIC DUTY NO. 6 Staff supervision of Station's KURIOT activities					RATING LETTER S
OVERALL PERFORMANCE IN CURRENT POSITION					
Take into account everything about the employee which influences his effectiveness in his current position such as performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, and particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the letter in the rating box corresponding to the statement which most accurately reflects his level of performance.					RATING LETTER S

SECRET

(When Filled In)

SECTION C

NARRATIVE COMMENTS

Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance. Give recommendations for training. Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide basis for determining future personnel action. Manner of performance of managerial or supervisory duties must be described, if applicable.

This officer has brought to bear on his current assignment his varied organization experiences in a manner which brings credit to himself as well as to the organization. His unstinting giving of himself is an outstanding attribute. The trials and tribulations of PERAMPART in an area traditionally hostile to the whole concept have made his assignment particularly challenging, always difficult, and infrequently satisfying; but he sticks to it with firm determination. His supervisory role of our Central Registry frequently catches him in the cross currents of opposing interests and priorities but he successfully calms such troubled waters. While a part of his PERAMPART activities this officer's supervision of the [redacted] has been excellent. Finally, his task under SD 4 is largely a handholding one but one which requires large amounts of tact, patience, and goodwill. There is no other Station officer performing comparable duties with whom this officer can be compared.

SECTION D

CERTIFICATION AND COMMENTS

1.

BY EMPLOYEE

I CERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT

DATE

23 January 1963

SIGNATURE OF EMPLOYEE

Frederick Randall (Signed)

2.

BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION

IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

DATE

11 January 1963

OFFICIAL TITLE OF SUPERVISOR

TYPED OR PRINTED NAME AND SIGNATURE

3.

BY REVIEWING OFFICIAL

COMMENTS OF REVIEWING OFFICIAL

Concur.

DATE

11 January 1963

OFFICIAL TITLE OF REVIEWING OFFICIAL

TYPED OR PRINTED NAME AND SIGNATURE

William V. Broe

SECRET

**SECRET**  
(When Filled In)

<b>FITNESS REPORT</b>			EMPLOYEE SERIAL NUMBER <b>6092</b>	
<b>SECTION A GENERAL</b>				
1. NAME (Last) (First) (Middle) <b>Randall, Frederick</b>		2. DATE OF BIRTH	3. SEX <b>M</b>	4. GRADE <b>GS-13</b>
3. SERVICE DESIGNATION <b>D</b>		6. OFFICIAL POSITION TITLE <b>Ops Officer</b>	7. OFF/DIV/DR OF ASSIGNMENT <b>FE</b>	
8. CAREER STAFF STATUS		9. TYPE OF REPORT		
<input type="checkbox"/> NOT ELIGIBLE	<input type="checkbox"/> MEMBER	<input type="checkbox"/> DEFERRED	<input checked="" type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT/SUPERVISOR
<input type="checkbox"/> PENDING	<input type="checkbox"/> DECLINED	<input type="checkbox"/> DENIED	<input type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT/EMPLOYEE
10. DATE REPORT DUE IN O.P.	11. REPORTING PERIOD From <b>17 Sep 61</b>	To <b>31 Dec 61</b>		
11. REPORTING PERIOD SPECIAL (Specify)				
<b>SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES</b>				
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).				
1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent
6 - Superior	7 - Outstanding			
SPECIFIC DUTY NO. 1 Initial responsibility for Station TRAINING activities		RATING NO. <b>5</b>	SPECIFIC DUTY NO. 4	
SPECIFIC DUTY NO. 2 Supervision of Station TSD activity involving TSD officer		RATING NO. <b>5</b>	SPECIFIC DUTY NO. 5	
SPECIFIC DUTY NO. 3 Supervision		RATING NO. <b>5</b>	SPECIFIC DUTY NO. 6	
<b>SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION</b>				
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.				
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.				RATING NO. <b>5</b>
<b>SECTION D DESCRIPTION OF THE EMPLOYEE</b>				
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee				
1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree
CHARACTERISTICS			NOT APPLICABLE	NOT OBSERVED
			RATING	
			1	2
			3	4
			5	
GETS THINGS DONE				
RESOURCEFUL				
ACCEPTS RESPONSIBILITIES				
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES				
DOES HIS JOB WITHOUT STRONG SUPPORT				
FACILITATES SMOOTH OPERATION OF HIS OFFICE				
WRITES EFFECTIVELY				
SECURITY CONSCIOUS				
THINKS CLEARLY				
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS				
OTHER (Specify):				

SEE SECTION "E" ON REVERSE SIDE

SECRET

(When Filled In)

**SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Feb 16 12 04 PM '62

In the three months sub, set has been in place he has demonstrated his capacity to adapt to new conditions and situations in the face of trying to settle in. Difficult problems of establishing his household in a country new to him. He has pitched, with zeal and enthusiasm into fields of organization activity relatively new to him. Three months in such a situation is too short a time to judge actions with great validity, but it is my considered opinion that in sub, set we have found the right officer in the right place at the right time and the future looks bright.

~~This report has been prepared in accordance with the Division standards which require a sample of rating, the individual being rated to have an average rating not less than satisfactory performance.~~

**SECTION F CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE

I certify that I have seen Sections A, B, C, D and E of this Report.

DATE 15 Jan. 62 SIGNATURE OF EMPLOYEE Frederick Randall (Signed)

2. BY SUPERVISOR

MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION

IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.

EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS REPORT MADE WITHIN LAST 90 DAYS OTHER (Specify):

DATE 15 Jan. 62 OFFICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE

3. BY REVIEWING OFFICIAL

- I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.
I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.
I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.
I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.

COMMENTS OF REVIEWING OFFICIAL

DATE 15 Jan. 62 OFFICIAL TITLE OF REVIEWING OFFICIAL TYPED OR PRINTED NAME AND SIGNATURE William W. Free (Signed)

SECRET

SECRET  
(When Filled In)

NOV 1961

*[Signature]*

✓

<b>FITNESS REPORT</b>	EMPLOYEE NUMBER 112170	CLASSIFIED BY CSPD
-----------------------	---------------------------	-----------------------

SECTION A GENERAL					
1. NAME (Last) (First) (Middle) RANALL, FREDERICK C.		2. DATE OF BIRTH		3. SEX M	4. GRADE GS-13
5. SERVICE DESIGNATION DI		6. OFFICIAL POSITION TITLE Ops Officer		7. OFF/DIV/BR OF ASSIGNMENT DOP/FEA	
8. CAREER STAFF STATUS			9. TYPE OF REPORT		
NOT ELIGIBLE	<input checked="" type="checkbox"/> MEMBER	DEFERRED	INITIAL	REASSIGNMENT/SUPERVISOR	
PENDING	DECLINED	DENIED	<input checked="" type="checkbox"/> ANNUAL	REASSIGNMENT/EMPLOYEE	
10. DATE REPORT DUE IN O.P. 31 January 61		11. REPORTING PERIOD Dec 51 - Sept 61		SPECIAL (Specify)	

SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES						
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						
1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1 Deputy to Division KUTUBE Staff Chief		RATING NO. 5	SPECIFIC DUTY NO. 4 Liaison with Special Staffs and external agencies on KUTUBE matters.		RATING NO. 5/6	
SPECIFIC DUTY NO. 2 Coordination within Division of KUTUBE matters		RATING NO. 5/6	SPECIFIC DUTY NO. 3		RATING NO.	
SPECIFIC DUTY NO. 3 Preparation and release of periodic reports, dispatches, and other correspondence		RATING NO. 5/6	SPECIFIC DUTY NO. 5		RATING NO.	

SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION	
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.	
1 - Performance in many important respects falls to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.	RATING NO. <div style="border: 1px solid black; padding: 5px; width: 40px; margin: 0 auto;">5</div>

SECTION D DESCRIPTION OF THE EMPLOYEE										
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee										
1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree						
CHARACTERISTICS			NOT APPLICABLE	NOT OBSERVED	RATING					
					1	2	3	4	5	
GETS THINGS DONE									X	
RESOURCEFUL							X			
ACCEPTS RESPONSIBILITIES								X		
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES								X		
DOES HIS JOB WITHOUT STRONG SUPPORT								X		
FACILITATES SMOOTH OPERATION OF HIS OFFICE									X	
WRITES EFFECTIVELY								X		
SECURITY CONSCIOUS								X		
THINKS CLEARLY								X		
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS									X	
OTHER (Specify)										



SECRET

(When Filled In)

OFFICE OF PERSONNEL

SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

State strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the basis for determining future personnel actions.

This is Mr. Randall's first experience in a staff position. During the period under review he took firm control of his job and showed substantial improvement over his previous competent performance. His operational background and good sense have combined <sup>to make</sup> ~~and made~~ him an excellent officer, deserving of further responsibility in a field position. It should also be noted that Mr. Randall performed in excellent fashion in replacing the rater during the latter's 7-week TDY in the Fall of 1960.

This report has been prepared in accordance with the provisions of the Civil Service Regulations and is intended to reflect the employee's satisfactory performance.

SECTION F CERTIFICATION AND COMMENTS

1. BY EMPLOYEE	
I certify that I have seen Sections A, B, C, D and E of this Report.	
DATE	SIGNATURE OF EMPLOYEE
2. BY SUPERVISOR	
MONTHS THE EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
	Subject departed <sup>the</sup> field prior to completion of Witsaco Int.
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.	
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS
OTHER (Specify):	
DATE	OFFICIAL TITLE OF SUPERVISOR
	C/FS
3. BY REVIEWING OFFICIAL	
<input checked="" type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.	
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.	
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.	
<input type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.	
COMMENTS OF REVIEWING OFFICIAL	
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL
	DCFE

SECRET

SECRET  
(When Filled In)

30 MAR 1960 3 1 PER REG

FITNESS REPORT				EMPLOYEE SERIAL NUMBER							
18 Jan 1960				112170							
SECTION A GENERAL											
1. NAME (Last) (First) (Middle)			2. DATE OF BIRTH		3. SEX						
RANDALL, Frederick C.					M						
4. SERVICE DESIGNATION		5. OFFICIAL POSITION TITLE		7. OFF/DIV/BR OF ASSIGNMENT							
DI		Ops. Officer									
6. CAREER STAFF STATUS			8. TYPE OF REPORT								
NOT ELIGIBLE	<input checked="" type="checkbox"/> MEMBER	DEFERRED	INITIAL	REASSIGNMENT/SUPERVISOR							
PENDING	DECLINED	DENIED	<input checked="" type="checkbox"/> ANNUAL	REASSIGNMENT/EMPLOYEE							
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD		SPECIAL (Specify)							
31 Jan. 1960		12/58 - 31/12/59									
SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES											
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate number of employees supervised).											
1 - Unsatisfactory    2 - Barely adequate    3 - Acceptable    4 - Competent    5 - Excellent    6 - Superior    7 - Outstanding											
SPECIFIC DUTY NO. 1		RATING NO.	SPECIFIC DUTY NO. 4		RATING NO.						
Review of projects, cables, dispatches, and memoranda.		4	Replacement of supervisor in latter's absence and acting as general deputy.		4						
SPECIFIC DUTY NO. 2		RATING NO.	SPECIFIC DUTY NO. 5		RATING NO.						
Coordination with FE Branches and with Special Staffs.		4/5	Prepares periodic reports and other correspondence.		5						
SPECIFIC DUTY NO. 3		RATING NO.	SPECIFIC DUTY NO. 6		RATING NO.						
Handling of certain specific FI activities such as Agreed Activities.		5									
SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION											
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.											
1 - Performance in many important respects fails to meet requirements. 2 - Performance meets most requirements but is deficient in one or more important respects. 3 - Performance clearly meets basic requirements. 4 - Performance clearly exceeds basic requirements. 5 - Performance in every important respect is superior. 6 - Performance in every respect is outstanding.					RATING NO. 4						
SECTION D DESCRIPTION OF THE EMPLOYEE											
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee											
1 - Lowest possible degree		2 - Limited degree		3 - Normal degree		4 - Above average degree		5 - Outstanding degree			
CHARACTERISTICS						DOES APPLY TO CABLE		NOT OBSERVED		RATING	
										1 2 3 4 5	
GETS THINGS DONE										X	
RESOURCEFUL										X	
ACCEPTS RESPONSIBILITIES										X	
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES										X	
DOES HIS JOB WITHOUT STRONG SUPPORT										X	
FACILITATES SMOOTH OPERATION OF HIS OFFICE										X	
WRITKS EFFECTIVELY										X	
SECURITY CONSCIOUS										X	
THINKS CLEARLY										X	
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS										X	
OTHER (Specify):											
SEE SECTION "E" ON REVERSE SIDE											

**SECRET**  
(When Filled In)

**SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

Describe strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

Mr. Randall is an intelligent, hardworking senior officer with considerable operational background. This is his first staff assignment after long experience in one action area. He has adjusted well to this new assignment and has proved particularly effective in dealings with the Special Staffs on a variety of matters.

I would recommend that Mr. Randall be assigned to a responsible job in a field station after this tour on the FE Staff.

This report is to be prepared in accordance with the standard of the group. A rating of "average" reflects an overall satisfactory performance.

<b>SECTION F CERTIFICATION AND COMMENTS</b>		
1. BY EMPLOYEE		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE 21/3/60	SIGNATURE OF EMPLOYEE <i>Frederick C Randall</i>	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION 7	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.		
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS	
OTHER (Specify):		
DATE 16 March 1960	OFFICIAL TITLE OF SUPERVISOR Chief, FE	NAME OF REVIEWER, NAME AND SIGNATURE
3. BY REVIEWING OFFICIAL		
<input checked="" type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.		
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.		
<input type="checkbox"/> I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.		
<input type="checkbox"/> I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
DATE 30 March 1960	OFFICIAL TITLE OF REVIEWING OFFICIAL Deputy Chief, FE	NAME OF REVIEWER, NAME AND SIGNATURE William V. Broe

**SECRET**  
(When Filled In)

FITNESS REPORT				EMPLOYEE SERIAL NUMBER		
				512170		
<b>SECTION A GENERAL</b>						
1. NAME (Last) (First) (Middle)		2. DATE OF BIRTH		3. SEX	4. GRADE	
RANDALL Frederick C.				M	GS-13	
5. SERVICE DESIGNATION		6. OFFICIAL POSITION		7. OFF/DIV/BR OF ASSIGNMENT		
DI		-I-O- (FI)		DDP/FS		
8. CAREER STAFF STATUS			9. TYPE OF REPORT			
<input type="checkbox"/> NOT ELIGIBLE	<input checked="" type="checkbox"/> MEMBER	<input type="checkbox"/> DEFERRED	<input type="checkbox"/> INITIAL	<input type="checkbox"/> REASSIGNMENT/SUPERVISOR		
<input type="checkbox"/> PENDING	<input type="checkbox"/> DECLINED	<input type="checkbox"/> DENIED	<input checked="" type="checkbox"/> ANNUAL	<input type="checkbox"/> REASSIGNMENT/EMPLOYEE		
10. DATE REPORT DUE IN O.P.		11. REPORTING PERIOD		12. SPECIAL (Specify)		
31/01/59		From 06/58 - 31/12/58 To				
<b>SECTION B EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES</b>						
List up to six of the most important specific duties performed during the rating period. Insert rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (indicate number of employees supervised).						
1 - Unsatisfactory	2 - Barely adequate	3 - Acceptable	4 - Competent	5 - Excellent	6 - Superior	7 - Outstanding
SPECIFIC DUTY NO. 1 Responsibility for supervision of the members of the range in grade from GS-5 through GS-13.		RATING NO. 5	SPECIFIC DUTY NO. 4 Responsibility for the continual evaluation of the scene.		RATING NO. 5	
SPECIFIC DUTY NO. 2 Responsibility for the operation of the Desk.		RATING NO. 5	SPECIFIC DUTY NO. 5 Supervising on the job training of personnel scheduled to be assigned to stations.		RATING NO. 5	
SPECIFIC DUTY NO. 3 Continually assessing station activities and providing guidance and support where needed.		RATING NO. 6	SPECIFIC DUTY NO. 6 Preparation of special reports and briefing papers for high Agency officials and for the OCS working group.		RATING NO. 4	
<b>SECTION C EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION</b>						
Take into account everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, pertinent personal traits or habits, particular limitations or talents. Based on your knowledge of employee's overall performance during the rating period, place the rating number in the box corresponding to the statement which most accurately reflects his level of performance.						
<ul style="list-style-type: none"> <li>1 - Performance in many important respects fails to meet requirements.</li> <li>2 - Performance meets most requirements but is deficient in one or more important respects.</li> <li>3 - Performance clearly meets basic requirements.</li> <li>4 - Performance clearly exceeds basic requirements.</li> <li>5 - Performance in every important respect is superior.</li> <li>6 - Performance in every respect is outstanding.</li> </ul>					RATING NO. 4/5	
<b>SECTION D DESCRIPTION OF THE EMPLOYEE</b>						
In the rating boxes below, check (X) the degree to which each characteristic applies to the employee						
1 - Least possible degree	2 - Limited degree	3 - Normal degree	4 - Above average degree	5 - Outstanding degree		
CHARACTERISTICS			NOT APPLICABLE	NOT OBSERVED	RATING	
					1	2
SETS THINGS DONE						X
RESOURCEFUL						X
ACCEPTS RESPONSIBILITIES						X
CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES						X
DOES HIS JOB WITHOUT STRONG SUPPORT						X
FACILITATES SMOOTH OPERATION OF HIS OFFICE						X
WRITES EFFECTIVELY						X
SECURITY CONSCIOUS						X
THINKS CLEARLY						X
DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS						X
OTHER (Specify):						
SEE SECTION "E" ON REVERSE SIDE						

SECRET

(When Filled In)

**SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**  
Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

During the period under review, Mr. Randall returned from the field and took up the responsibilities of chief of an active and important desk. This initial period has of necessity been one of orientation to Headquarters problems and procedures. Mr. Randall appears to be developing well and has evidenced the capacity for handling his job in a highly competent manner.

**SECTION F CERTIFICATION AND COMMENTS**

1. BY EMPLOYEE		
I certify that I have seen Sections A, B, C, D and E of this Report.		
DATE	SIGNATURE OF EMPLOYEE	
29 December 1958	Frederick P. Randall	
2. BY SUPERVISOR		
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION	
5		
IF REPORT IS NOT BEING MADE AT THIS TIME, GIVE REASON.		
EMPLOYEE UNDER MY SUPERVISION LESS THAN 90 DAYS	REPORT MADE WITHIN LAST 90 DAYS	
OTHER (Specify):		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
29 December 1958	Deputy Chief, FE	
3. BY REVIEWING OFFICIAL		
I WOULD HAVE GIVEN THIS EMPLOYEE ABOUT THE SAME EVALUATION.		
I WOULD HAVE GIVEN THIS EMPLOYEE A HIGHER EVALUATION.		
I WOULD HAVE GIVEN THIS EMPLOYEE A LOWER EVALUATION.		
I CANNOT JUDGE THESE EVALUATIONS. I AM NOT SUFFICIENTLY FAMILIAR WITH THE EMPLOYEE'S PERFORMANCE.		
COMMENTS OF REVIEWING OFFICIAL		
DATE	OFFICIAL TITLE OF REVIEWING OFFICIAL	TYPED OR PRINTED NAME AND SIGNATURE
29 December 1958	Chief, FE	

SECRET

39 SECRET (When Filled In)

C. J. C. 115

### FITNESS REPORT (Part I) PERFORMANCE

#### INSTRUCTIONS

**FOR THE ADMINISTRATIVE OFFICER:** Consult current instructions for completing this report.

**FOR THE SUPERVISOR:** This report is designed to help you express your evaluation of your subordinates and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item B. of Section A below.

#### SECTION A: GENERAL

1. NAME (Last) (First) (Middle)	2. DATE OF BIRTH	3. SER.	4. SERVICE DESIGNATION
RANDALL Frederick C.		M	SD/DI
5. OFFICE/DIVISION/BRANCH OF ASSIGNMENT		6. OFFICIAL POSITION TITLE	
		Intelligence Officer (FI)	
7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)	
GS-12		June 1957 - June 1958	
10. TYPE OF REPORT (Check one)	INITIAL	ASSIGNMENT SUPERVISOR	SPECIAL (Specify)
	ANNUAL	X	

#### SECTION B: CERTIFICATION

1. FOR THE RATER: THIS REPORT  WAS  HAS NOT BEEN SHOWN TO THE INDIVIDUAL RATED. IF NOT SHOWN, EXPLAIN WHY

457 Individual has returned to

A. CHECK (X) APPROPRIATE STATEMENTS:

<input checked="" type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	<input checked="" type="checkbox"/>	IF INDIVIDUAL IS RATED "1" IN C1 OR D, A WARNING LETTER HAS SENT TO HIM & A COPY ATTACHED TO THIS REPORT.
<input type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.		
<input type="checkbox"/> I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHERE HE STANDS.		I CANNOT CERTIFY THAT THE RATED INDIVIDUAL KNOWS HOW I EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify)
		Has left this post

B. THIS DATE: 8 July 1958

C. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR: [Signature]

D. SUPERVISOR'S OFFICIAL TITLE: Chief of Station

2. FOR THE REVIEWING OFFICIAL: RECORD ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

DATE: 6 AUG 1958

DATE: AUG 21 1958

[Signatures]

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE: [ ]

B. TYPED OR PRINTED NAME AND SIGNATURE OF REVIEWING OFFICIAL: [ ]

C. OFFICIAL TITLE OF REVIEWING OFFICIAL: [ ]

#### SECTION C: JOB PERFORMANCE EVALUATION

1. RATING ON GENERAL PERFORMANCE OF DUTIES

DEFINITIONS: Consider ONLY the productivity and effectiveness with which the individual being rated has carried out his duties during the rating period. Compare him ONLY with others doing similar work at a similar level of responsibility. Factors other than productivity will be taken into account later in Section D.

- |   |   |
|---|---|
| 5 | 1. DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT.   |
|   | 2. BEGINS A-CAREER IN PERFORMANCE. ALTHOUGH HE HAS NO SPECIFIC GUIDANCE OR TRAINING, HE BEGINS TO CARRY OUT RESPONSIBILITIES. |
|   | 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY. OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.  |
|   | 4. PERFORMS DUTIES IN A COMPETENT, EFFECTIVE MANNER.  |
|   | 5. A HIGH PERFORMANCE. CARRIES OUT MOST OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.   |
|   | 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS EXCEPT TO THE SUPERVISOR.       |

COMMENTS:

SECRET

01 19 1954

**2. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES**

**DIRECTIONS:**

- State in the spaces below up to six of the more important SPECIFIC duties performed during the rating period. Place the most important first. Do not include minor or unimportant duties.
- Note performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
- For supervisors, ability to supervise will always be rated as a specific duty (do not rate as supervisors those who supervise a secretary only).
- Compare in your mind, when possible, the individual being rated with others performing the same duty at a similar level of responsibility.
- Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
- Be specific. Examples of the kind of duties that might be rated are:
 

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TAKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA

8. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

<b>DESCRIPTIVE RATING NUMBER</b>	1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY 2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY 3 - PERFORMS THIS DUTY ACCEPTABLY 4 - PERFORMS THIS DUTY IN A COMPETENT MANNER 5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB	6 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS 7 - EXCEEDS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY
----------------------------------	--	---

SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER
	6	Prepares ops reports	5
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 5	RATING NUMBER
Developes new intel sources	5	Has and uses area knowledge	5
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER
Prepares intel reports	5		6

**3. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE**

**DIRECTIONS:** Stress strengths and weaknesses, particularly those which affect development on present job.

NA

**SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION**

**DIRECTIONS:** Take into account here everything you know about the individual, including his job performance, personal characteristics or habits, special talents or defects, and his life in with your team. Compare him with others doing similar work of about the same level.

1. Describe the individual's suitability for the job in terms of his performance, personal characteristics or habits, special talents or defects, and his life in with your team. Compare him with others doing similar work of about the same level.

2. Describe the individual's suitability for the job in terms of his performance, personal characteristics or habits, special talents or defects, and his life in with your team. Compare him with others doing similar work of about the same level.

3. Describe the individual's suitability for the job in terms of his performance, personal characteristics or habits, special talents or defects, and his life in with your team. Compare him with others doing similar work of about the same level.

4. Describe the individual's suitability for the job in terms of his performance, personal characteristics or habits, special talents or defects, and his life in with your team. Compare him with others doing similar work of about the same level.

5. Describe the individual's suitability for the job in terms of his performance, personal characteristics or habits, special talents or defects, and his life in with your team. Compare him with others doing similar work of about the same level.

6. Describe the individual's suitability for the job in terms of his performance, personal characteristics or habits, special talents or defects, and his life in with your team. Compare him with others doing similar work of about the same level.

7. Describe the individual's suitability for the job in terms of his performance, personal characteristics or habits, special talents or defects, and his life in with your team. Compare him with others doing similar work of about the same level.

8. Describe the individual's suitability for the job in terms of his performance, personal characteristics or habits, special talents or defects, and his life in with your team. Compare him with others doing similar work of about the same level.

9. Describe the individual's suitability for the job in terms of his performance, personal characteristics or habits, special talents or defects, and his life in with your team. Compare him with others doing similar work of about the same level.

10. Describe the individual's suitability for the job in terms of his performance, personal characteristics or habits, special talents or defects, and his life in with your team. Compare him with others doing similar work of about the same level.

SECRET

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the CB no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E. GENERAL
1. NAME (Last) (First) (Middle) RANDALL, Frederick G.
2. DATE OF BIRTH
3. SEX M
4. SERVICE DESIGNATION SD/DI
5. OFFICIAL POSITION TITLE Intelligence Officer
6. PERIOD COVERED BY THIS REPORT (Inclusive dates) June 1957 - June 1958
7. GRADE GS-12
8. TYPE OF REPORT (Check one) INITIAL [X] ANNUAL

SECTION F. CERTIFICATION
1. FOR THE RATER: I CERTIFY THAT THIS REPORT REPRESENTS MY BEST JUDGEMENT OF THE INDIVIDUAL BEING RATED
A. THIS DATE 8 July 1958
B. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR
C. SUPERVISOR'S OFFICIAL TITLE Chief of Station
2. FOR THE REVIEWING OFFICIAL: I HAVE REVIEWED THIS REPORT AND NOTED ANY DIFFERENCE OF OPINION IN ATTACHED MEMO.

SECTION G. ESTIMATE OF POTENTIAL
1. POTENTIAL TO ASSUME GREATER RESPONSIBILITIES
6
1 - ALREADY ABOVE THE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
2 - HAS REACHED THE HIGHEST LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED
3 - MAKING PROGRESS, BUT NEEDS MORE TIME BEFORE HE CAN BE TRAINED TO ASSUME GREATER RESPONSIBILITIES
4 - READY FOR TRAINING IN ASSUMING GREATER RESPONSIBILITIES
5 - WILL PROBABLY ADJUST QUICKLY TO MORE RESPONSIBLE DUTIES WITHOUT FURTHER TRAINING
6 - ALREADY ASSUMING MORE RESPONSIBILITIES THAN EXPECTED AT HIS PRESENT LEVEL
7 - AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR EARLY ASSUMPTION OF HIGHER LEVEL RESPONSIBILITIES

2. SUPERVISORY POTENTIAL
DIRECTIONS: Answer this question: Has this person the ability to be a supervisor? Yes No
If your answer is YES, indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER NINE MONTHS TRAINING. Indicate your opinion by circling the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing his supervisee, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.
Rating: 1 - HAVE NO OPINION ON HIS SUPERVISORY POTENTIAL IN THIS SITUATION
2 - BELIEVE INDIVIDUAL SHOULD BE A SUPERVISOR IN THIS KIND OF SITUATION
3 - BELIEVE INDIVIDUAL SHOULD BE AN ASSISTANT SUPERVISOR IN THIS KIND OF SITUATION
4 - BELIEVE INDIVIDUAL SHOULD BE A SENIOR ASSISTANT SUPERVISOR IN THIS KIND OF SITUATION



SECRET

(When Filled In)

CONFIDENTIAL

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION  
80

4. COMMENTS CONCERNING POTENTIAL  
Subject combines tenacity with dependability. He is most conscientious, and displays an outstanding grasp of the intelligence profession.  
11/22/58  
11/22/58

SECTION II. FUTURE PLANS

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL  
NA

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENT:  
Subject hopes to be able to continue his work toward a PhD degree, by outside study, therefore, it is recommended that he be assigned to headquarters for his next tour.

SECTION I. DESCRIPTION OF INDIVIDUAL

DIRECTIONS: This section is provided as an aid in describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply to some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

- 1 - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIED TO THE INDIVIDUAL
- 2 - APPLIED TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE
- 3 - APPLIED TO INDIVIDUAL TO A LIMITED DEGREE
- 4 - APPLIED TO INDIVIDUAL TO AN AVERAGE DEGREE
- 5 - APPLIED TO INDIVIDUAL TO AN ABOUT AVERAGE DEGREE
- 6 - APPLIED TO INDIVIDUAL TO AN OUTSTANDING DEGREE

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
3	1. HAS TO BE VERY CAREFUL IN HIS WORK	4	11. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	4	21. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS
5	2. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	12. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	22. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS
4	3. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	13. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	23. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS
4	4. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	14. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	24. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS
5	5. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	15. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	25. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS
5	6. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	16. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	26. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS
5	7. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	17. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	27. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS
5	8. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	18. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	28. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS
5	9. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	19. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	29. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS
5	10. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	20. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS	5	30. HAS BEEN RESPONSIBLE FOR THE WORK OF OTHERS

SECRET

SECRET

(When Filled In)

4.39

### FITNESS REPORT (Part I) PERFORMANCE

#### INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is designed to help you express your evaluation of your subordinate and to transmit this evaluation to your supervisor and senior officials. Organization policy requires that you inform the subordinate where he stands with you. Completion of the report can help you prepare for a discussion with him of his strengths and weaknesses. It is also organization policy that you show Part I of this report to the employee except under conditions specified in Regulation 20-370. It is recommended that you read the entire form before completing any question. If this is the initial report on the employee, it must be completed and forwarded to the Office of Personnel no later than 30 days after the date indicated in item B, of Section A below.

#### SECTION A.

##### GENERAL

1. LAST NAME (Last)	2. FIRST NAME (First)	3. MIDDLE NAME (Middle)	4. DATE OF BIRTH	5. SEX	6. SERVICE DESIGNATION
RANDALL	FREDERICK			Male	DI

7. GRADE	8. DATE REPORT DUE IN OP	9. PERIOD COVERED BY THIS REPORT (Inclusive dates)
GS-12-2	June 1957	September 1956--June 1957

10. TYPE OF REPORT (Check one)	INITIAL	REASSIGNMENT-SUPERVISOR	SPECIAL (Specify)
	ANNUAL	REASSIGNMENT-EMPLOYEE	<input checked="" type="checkbox"/> Promotion

11. BRANCH OF ASSIGNMENT		12. OFFICIAL POSITION TITLE	
		Intelligence Officer (FI)	

#### SECTION B.

##### CERTIFICATION

1. FOR THE BATER: THIS REPORT  WAS  WAS NOT BEEN SHOWN TO THE INDIVIDUAL BATED. IF NOT SHOWN, EXPLAIN WHY NOT.

A. CHECK (X) APPROPRIATE STATEMENTS

<input checked="" type="checkbox"/> THIS REPORT REFLECTS MY OWN OPINIONS OF THIS INDIVIDUAL.	IF INDIVIDUAL IS RATED "C" OR "D," A WARNING LETTER HAS BEEN SENT TO HIM OR COPY ATTACHED TO THIS REPORT.
<input type="checkbox"/> THIS REPORT REFLECTS THE COMBINED OPINIONS OF MYSELF AND PREVIOUS SUPERVISORS.	I CANNOT CERTIFY THAT THE BATED INDIVIDUAL UNDER HAS EVALUATE HIS JOB PERFORMANCE BECAUSE (Specify):
<input checked="" type="checkbox"/> I HAVE DISCUSSED WITH THIS EMPLOYEE HIS STRENGTHS AND WEAKNESSES SO THAT HE KNOWS WHAT HE IS DOING.	

C. THIS DATE	D. TYPED OR PRINTED NAME AND SIGNATURE OF SUPERVISOR	E. SUPERVISOR'S OFFICIAL TITLE
26 July 1957		Chief of Station

F. FOR THE SUPERVISOR: SIGNIFY BELIEFS ANY SUBSTANTIAL DIFFERENCE OF OPINION WITH THE SUPERVISOR, OR ANY OTHER INFORMATION, WHICH WILL LEAD TO A BETTER UNDERSTANDING OF THIS REPORT.

BY	DATE
Reviewed by: <i>[Signature]</i>	26 July 57

I certify that any substantial difference of opinion with the supervisor is reflected in the above section.

A. THIS DATE	B. TYPED OR PRINTED NAME AND SIGNATURE OF RECEIVING OFFICIAL	C. OFFICIAL TITLE OF RECEIVING OFFICIAL

#### SECTION C. JOB PERFORMANCE EVALUATION

1. Rate on a general performance scale as follows:

GRADE POINTS: 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory)

2. Describe the individual's strengths and weaknesses with which the individual being rated has demonstrated his ability during the rating period. Compare his performance with others being rated with at a similar level of responsibility. Rank him only if you believe that he stands out prominently either in positive or negative direction.

3. Describe the individual's ability to perform his job. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

4. Describe the individual's ability to work with others. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

5. Describe the individual's ability to handle stress. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

6. Describe the individual's ability to handle responsibility. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

7. Describe the individual's ability to handle change. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

8. Describe the individual's ability to handle conflict. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

9. Describe the individual's ability to handle pressure. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

10. Describe the individual's ability to handle criticism. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

11. Describe the individual's ability to handle praise. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

12. Describe the individual's ability to handle setbacks. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

13. Describe the individual's ability to handle uncertainty. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

14. Describe the individual's ability to handle ambiguity. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

15. Describe the individual's ability to handle complexity. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

16. Describe the individual's ability to handle change. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

17. Describe the individual's ability to handle conflict. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

18. Describe the individual's ability to handle pressure. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

19. Describe the individual's ability to handle criticism. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

20. Describe the individual's ability to handle praise. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

21. Describe the individual's ability to handle setbacks. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

22. Describe the individual's ability to handle uncertainty. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

23. Describe the individual's ability to handle ambiguity. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

24. Describe the individual's ability to handle complexity. Rate on a scale of 1-5 (1=Excellent, 2=Very Good, 3=Good, 4=Fair, 5=Unsatisfactory).

SECRET

(When Filled In)

OFFICE OF PERSONNEL

7. RATINGS ON PERFORMANCE OF SPECIFIC DUTIES

DIRECTIONS:

- a. State in the spaces below up to six of the more important SPECIFIC duties performed during this period. Place the most important first. Do not include minor or unimportant duties.
- b. Rate performance on each specific duty considering ONLY effectiveness in performance of this specific duty.
- c. For supervisors, ability to supervise will always be rated as a specific duty (do not rate supervisors those who supervise a secretary only).
- d. Compare in your mind, when possible, the individual being rated with others performing the same or a similar level of responsibility.
- e. Two individuals with the same job title may be performing different duties. If so, rate them on different duties.
- f. Be specific. Examples of the kind of duties that might be rated are:
 

ORAL BRIEFING	HAS AND USES AREA KNOWLEDGE	CONDUCTS INTERROGATIONS
GIVING LECTURES	DEVELOPS NEW PROGRAMS	PREPARES SUMMARIES
CONDUCTING SEMINARS	ANALYZES INDUSTRIAL REPORTS	TRANSLATES GERMAN
WRITING TECHNICAL REPORTS	MANAGES FILES	DEBRIEFING SOURCES
CONDUCTING EXTERNAL LIAISON	OPERATES RADIO	KEEPS BOOKS
TYPING	COORDINATES WITH OTHER OFFICES	DRIVES TRUCK
TALKING DICTATION	WRITES REGULATIONS	MAINTAINS AIR CONDITIONING
SUPERVISING	PREPARES CORRESPONDENCE	EVALUATES SIGNIFICANCE OF DATA
- g. For some jobs, duties may be broken down even further if supervisor considers it advisable, e.g., combined key and phone operation, in the case of a radio operator.

Oct 23 10 27 AM '57

MAIL ROOM

DESCRIPTIVE RATING NUMBER	1 - INCOMPETENT IN THE PERFORMANCE OF THIS DUTY	8 - PERFORMS THIS DUTY IN AN OUTSTANDING MANNER FOUND IN VERY FEW INDIVIDUALS HOLDING SIMILAR JOBS
	2 - BARELY ADEQUATE IN THE PERFORMANCE OF THIS DUTY	7 - EXCELS ANYONE I KNOW IN THE PERFORMANCE OF THIS DUTY
	3 - PERFORMS THIS DUTY ACCEPTABLY	
	4 - PERFORMS THIS DUTY IN A COMPETENT MANNER	
	5 - PERFORMS THIS DUTY IN SUCH A FINE MANNER THAT HE IS A DISTINCT ASSET ON HIS JOB	

SPECIFIC DUTY NO. 1	RATING NUMBER	SPECIFIC DUTY NO. 4	RATING NUMBER
	5	Analyzes situation	5
SPECIFIC DUTY NO. 2	RATING NUMBER	SPECIFIC DUTY NO. 5	RATING NUMBER
Develops new intel sources	5	Prepares operational reports	6
SPECIFIC DUTY NO. 3	RATING NUMBER	SPECIFIC DUTY NO. 6	RATING NUMBER
Prepares information reports	6	Has and uses area knowledge	5

8. NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

DIRECTIONS: Stress strengths and weaknesses, particularly those which affect development on present job.

N. A.

SECTION D. SUITABILITY FOR CURRENT JOB IN ORGANIZATION

**DIRECTIONS:** Take into account here everything you know about the individual's personality, conduct on the job, pertinent personal characteristics or habits, special defects or talents, and how he fits in with your team. Rate him with a number doing either work of about the same level.

- 1 - Definitely suitable - he should be retained
- 2 - Somewhat suitable - he will not be retained but he is a good person and should be kept in mind for future use
- 3 - A fair employee but not particularly intelligent
- 4 - Employee who should not be retained in the organization
- 5 - Not suitable for any position in the organization

6

SECRET

(When Filled In)

FITNESS REPORT (Part II) POTENTIAL

INSTRUCTIONS

FOR THE ADMINISTRATIVE OFFICER: Consult current instructions for completing this report.

FOR THE SUPERVISOR: This report is a privileged communication to your supervisor, and to appropriate career management and personnel officials concerning the potential of the employee being rated. It is NOT to be shown to the rated employee. It is recommended that you read the entire report before completing any question. This report is to be completed only after the employee has been under your supervision FOR AT LEAST 90 DAYS. If less than 90 days, hold and complete after the 90 days has elapsed. If this is the INITIAL REPORT on the employee, however, it MUST be completed and forwarded to the CF no later than 30 days after the due date indicated in item 8 of Section "E" below.

SECTION E.

GENERAL

Form with fields for Name (Last, First, Middle), Date of Birth, Sex, Service Designation, Office/Division/Branch of Assignment, Official Position Title, Grade, Date Report Due in Op, Period Covered by this Report, Type of Report (Annual, Reassignment-Supervisor, Reassignment-Employee, Special (Specify) Promotion).

SECTION F.

CERTIFICATION

Form with fields for Supervisor Certification (Date, Name, Signature, Title) and Reviewing Official Certification (Date, Name, Signature, Title).

SECTION G.

ESTIMATE OF POTENTIAL

Form for Potential to Assume Greater Responsibilities, including a list of 7 rating levels and a grid for Supervisory Potential with descriptive situations.

DIRECTIONS: Answer this question. Has this person the ability to be a supervisor? Yes No If your answer is YES indicate below your opinion or guess of the level of supervisory ability this person will reach AFTER SLIGHT TRAINING. Indicate your opinion by placing the number of the descriptive rating below which comes closest to expressing your opinion in the appropriate column. If your rating is based on observing him supervise, note your rating in the "actual" column. If based on opinion of his potential, note the rating in the "potential" column.

Table with columns for Descriptive Rating Number, Actual, Potential, and Descriptive Situation. Includes a legend for Descriptive Rating Numbers (0-3) and a grid for rating potential.

**SECRET**

(When Filled In)

3. INDICATE THE APPROXIMATE NUMBER OF MONTHS THE RATED EMPLOYEE HAS BEEN UNDER YOUR SUPERVISION **70** **SECRET PERSONNEL**

4. COMMENTS CONCERNING POTENTIAL  
 Subject is a most conscientious, dependable and competent officer. His outstanding characteristics are patience and tenaciousness, which are necessary in the makeup of a successful operations officer. **Dec 23 10:27 AM '57**  
**MAIL ROOM**

**SECTION H. FUTURE PLANS**

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL  
**N. A.**

2. NOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENTS  
**N. A.**

**SECTION I. DESCRIPTION OF INDIVIDUAL**

**DIRECTIONS.** This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the heading "category." Read each statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

**KEY - HAVE NOT OBSERVED THIS; HENCE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE INDIVIDUAL**  
**1 - APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE**  
**2 - APPLIES TO INDIVIDUAL TO A LIMITED DEGREE**  
**3 - APPLIES TO INDIVIDUAL TO AN AVERAGE DEGREE**  
**4 - APPLIES TO INDIVIDUAL TO AN ABOVE AVERAGE DEGREE**  
**5 - APPLIES TO INDIVIDUAL TO AN OUTSTANDING DEGREE**

CATEGORY	STATEMENT	CATEGORY	STATEMENT	CATEGORY	STATEMENT
4	1. ABLE TO SEE ANOTHER'S POINT OF VIEW	5	11. HAS HIGH STANDARDS OF ACCOMPLISHMENT	4	21. IS EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES
5	2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES	4	12. SHOWS ORIGINALITY	4	22. IMPLEMENTS DECISIONS REGARDLESS OF OWN FEELINGS
5	3. HAS INITIATIVE	5	13. ACCEPTS RESPONSIBILITY	4	23. IS THOUGHTFUL OF OTHERS
5	4. IS ANALYTIC IN HIS THINKING	4	14. ADMITS HIS ERRORS	5	24. WORKS WELL UNDER PRESSURE
4	5. STRIVES CONSTANTLY FOR NEW KNOWLEDGE AND IDEAS	5	15. RESPONDS WELL TO SUPERVISION	5	25. DISPLAYS JUDGMENT
3	6. WANTS OTHERS TO GIVE ASSISTANCE	5	16. DOES HIS JOB WITHOUT STRONG SUPPORT	5	26. IS SECURITY CONSCIOUS
6	7. CAN GET ALONG WITH PEOPLE	5	17. COMES UP WITH SOLUTIONS TO PROBLEMS	5	27. IS VERSATILE
5	8. HAS MEMORY FOR FACTS	5	18. IS OBSERVANT	4	28. HAS OPINION IN CONFERENCES
5	9. SETS THIRDS GOALS	5	19. THINKS CLEARLY	5	29. FACILITATES MONTHLY OPERATIONS AT HIS OFFICE
5	10. CAN TAKE UP WITH SUPERVISORS	5	20. COMPLETES ASSIGNMENTS WITHIN ALLOWABLE TIME LIMITS	5	30. HAS MET REQUIRED STANDARDS FOR LEADERSHIP SUPERVISOR

SECRET

FIELD FITNESS REPORT

The Fitness Report is an important factor in organization personnel management. It seeks to provide:
1. The organization selection board with information of value when considering the application of an individual for membership in the career staff, and
2. A periodic record of job performance as an aid to the effective utilization of personnel.

INSTRUCTIONS

TO THE FIELD ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current field administrative instructions regarding the initiation and transmittal of this report to headquarters.

TO THE FIELD SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as

revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate, if practicable, with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibilities by frequent discussions of his work, so that in a general way he knows where he stands.

Posted Pos. Control [Signature]

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SHOWN TO THE PERSON BEING RATED. Reviewed by [Signature]

SECTION I

LEAVE BLANK - FOR HEADQUARTERS USE ONLY

Frederick C. Randall

1. DATE OF BIRTH

2. SEX

3. SERVICE DESIGNATION

KUTUBE

4. GRADE

5. STATION DESIGNATION (Current)

GS-12

6. DUE DATE OF THIS REPORT

7. PERIOD COVERED BY THIS REPORT (Inclusive Dates)

September 1956

June-September 1956

SECTION II (To be completed by field supervisor)

1. CURRENT POSITION

Senior Case Officer (F-1)

2. DATE ASSUMED RESPONSIBILITY FOR POSITION

9 December 1955

3. STATE THE SPECIFIC ASSIGNMENTS OR TASKS WHICH ARE TYPICAL OF THOSE GIVEN TO THE EMPLOYEE DURING THE PAST THREE TO SIX MONTHS (List in order of frequency)

1. Responsible field case officer for following:

[Redacted]

2. Responsible field case officer for following:

A. [Redacted] (developmental).

3. Ad hoc assignments:

A. [Redacted]
B. [Redacted]

SECTION III (To be completed at headquarters only)

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

AUTHENTICATION OF REPORT AND SIGNATURES

1. NAME OF RATER (Type)

2. NAME OF REVIEWING OFFICIAL IN FIELD (Type)

3. THIS REPORT [ ] WAS NOT SHOWN TO THE INDIVIDUAL BEING RATED.

4. DATE REPORT AUTHENTICATED AT HQS.

5. NAME AND SIGNATURE OF ADMINISTRATIVE OR PERSONNEL OFFICER AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE FINANCIAL REPORTING SIGNATURES

24 Oct. 1956

Chief, FE/S

DO NOT COMPLETE - FOR HEADQUARTERS USE ONLY

**SECRET**  
(When Filled In)

**SECTION IV**

OFFICE OF PERSONNEL

This section is provided as an aid in describing the individual. Your descriptions should be unfavorable in itself but acquire its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply to most persons of most people. On the right hand side of the page are four major categories of descriptions. The first category is divided into three small blocks; this is to allow you to make finer distinctions if you so desire. Look at the statement on the left - then check the category on the right which best tells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

OCT 20 2 55 PM '55

RAIL ROOM

STATEMENTS	CATEGORIES	CATEGORIES					
		NOT OBSERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE	APPLIES TO A REASONABLE DEGREE	APPLIES TO AN ABOVE AVERAGE DEGREE	APPLIES TO AN OUTSTANDING DEGREE
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.	SAMPLES			X			
B. PRACTICAL.						X	
1. A GOOD REPORTER OF EVENTS.						X	
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.							X
3. CAUTIOUS IN ACTION.						X	
4. HAS INITIATIVE.						X	
5. UNEMOTIONAL.					X		
6. ANALYTIC IN HIS THINKING.						X	
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.							X
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.							X
9. HAS SENSE OF HUMOR.							X
10. KNOWS WHEN TO SEEK ASSISTANCE.						X	
11. CALM.						X	
12. CAN GET ALONG WITH PEOPLE.							X
13. MEMORY FOR FACTS.						X	
14. GETS THINGS DONE.						X	
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.							X
16. CAN COPE WITH EMERGENCIES.						X	
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.						X	
18. HAS STAMINA; CAN KEEP GOING A LONG TIME.					X		
19. HAS WIDE RANGE OF INFORMATION.					X		
20. SHOWS ORIGINALITY.					X		
21. ACCEPTS RESPONSIBILITIES.					X		
22. ADMITS HIS ERRORS.					X		
23. RESPONDS WELL TO SUPERVISION.					X		
24. EVEN DISPOSITION.					X		
25. ABLE TO DO HIS JOB WITHOUT STRONG SUPPORT.					X		





SECRET  
(When Filled In)

OFFICE OF PERSONNEL

DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISORY CONTROL?  NO  YES. IF YES, WHY?

MAIL ROOM

6. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

*More practical field operational experience.  
Learn  language.*

7. OTHER COMMENTS (INCLUDE HERE GENERAL TRENDS, SPECIFIC HABITS OR CHARACTERISTICS NOT COVERED ELSEWHERE IN THE REPORT BUT WHICH HAVE A BEARING ON EFFECTIVE UTILIZATION OF THIS PERSON):

*He is doing an excellent job in this station.*

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subsections A, B, C, & D.

A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.

- 1. DOES NOT PERFORM DUTIES ADEQUATELY; HE IS INCOMPETENT.
- 2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING; HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
- 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
- 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
- 5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
- 6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA?  NO  YES. IF YES, WHAT?

C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.

- 1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY... WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.
- 2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZATION... IRKED BY RESTRICTIONS... REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
- 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION... BOTHERED BY MINOR FRUSTRATIONS... WILL QUIT IF THESE CONTINUE.
- 4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT... HAS "WAIT AND SEE" ATTITUDE... WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
- 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD ORGANIZATION... MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION... THINKS IN TERMS OF A CAREER IN THE ORGANIZATION.
- 6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION... BARRING AN UNEXPECTED OUTSIDE OPPORTUNITY... WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE ORGANIZATION.
- 7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION... WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.

B. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotion.

- 1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
- 2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
- 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
- 4. WILL PROBABLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
- 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
- 6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

D. DIRECTIONS: Consider everything you know about this person in making your rating... skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.

- 1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
- 2. OF DOUBTFUL SUITABILITY... WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
- 3. A BARELY ACCEPTABLE EMPLOYEE... DEFINITELY BELOW AVERAGE BUT WITH NO WEAKNESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
- 4. A TYPICAL EMPLOYEE... HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.
- 5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
- 6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION.
- 7. EXCELLED BY ONLY A FEW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

SECRET

SECRET  
(When Filled In)

FITNESS REPORT

The Fitness Report is an important factor in agency personnel management. It provides:  
1. The agency selection board with information of value when considering the application of an individual for membership in the career service; and  
2. A periodic record of job performance as an aid to the effective utilization of personnel.

CODED

INSTRUCTIONS

TO THE ADMINISTRATIVE OR PERSONNEL OFFICER: Consult current administrative instructions regarding the initiation and transmittal of this report.

TO THE SUPERVISOR: Read the entire form before attempting to complete any item. As the supervisor who assigns, directs and reviews the work of the individual, you have primary responsibility for evaluating his strengths, weaknesses, and on-the-job effectiveness as revealed by his day-to-day activities. If this individual has been under your supervision for less than 30 days, you will collaborate with his previous supervisors to make sure the report is accurate and complete. Primary responsibility rests with the current supervisor. It is assumed that, throughout the period this individual has been under your supervision, you have discharged your supervisory responsibility by frequent discussions of his work, so that in a general way he knows where he stands.

A - Annual due  
10 Sept. 1955

For Completion by:

Signature:

IT IS OPTIONAL WHETHER OR NOT THIS FITNESS REPORT IS SUBMITTED

SECTION I (To be filled in by Administrative Officer)

1. NAME (Last) <b>RANDALL,</b>	(First) <b>FREDERICK</b>	(Middle) <b>C.</b>	2. DATE OF BIRTH	3. SEX <b>Male</b>	4. CAREER DESIGNATION <b>SD:91</b>
5. DATE OF ENTRANCE ON DUTY	6. OFFICE ASSIGNED TO <b>DDP/YE-5</b>	7. DIVISION <b>YE</b>	8. BRANCH	9. GRADE <b>5</b>	10. IF FIELD, SPECIFY STATION
11. NATURE OF ASSIGNMENT <input checked="" type="checkbox"/> DEPARTMENTAL <input type="checkbox"/> FIELD	12. DATE THAT THIS REPORT IS DUE <b>5 August 1955 10 Sep 55</b>		13. PERIOD COVERED BY THIS REPORT (Inclusive dates) <b>August 1954 to Present</b>		14. GRADE <b>GS-12</b>

SECTION II (To be filled in by Supervisor)

1. CURRENT POSITION <b>Intelligence Officer (FI) GS-0136.52-122</b>	2. DATE ASSUMED RESPONSIBILITY FOR POSITION <b>14 August 55</b>
3. WHAT SPECIFIC ASSIGNMENTS OR TASKS ARE TYPICAL OF THOSE GIVEN TO HIM (List in order of frequency): <b>Preparing cables and dispatches to Stations, Day-to-day supervision of FE Project activity, preparing drafts for Branch and Division Chief signature on FI matters, conducting liaison with other Area Divisions and Branches, preparing fiscal and budgetary data, expediting untold quantities of routine administrative matters involving housing problems, logistical problems, financial problems, etc.</b>	

READ THE ENTIRE FORM BEFORE ATTEMPTING TO COMPLETE ANY ITEM

SECTION III

I certify that, during the latter half of the period covered by this report, I have discussed with the rated individual the manner in which he has performed his job and provided suggestions and criticisms wherever needed. I believe that his understanding of an evaluation of his performance is consistent with an evaluation of him as disclosed by this fitness report and I have informed him of his strengths, weaknesses, and on-the-job effectiveness. If performance during the report period has been unsatisfactory, there is attached a copy of the corresponding notifying him of unsatisfactory performance.

This report  has  has not been shown to the individual rated.

Date: **4 August 1955**

I HAVE REVIEWED THIS REPORT

Date: **4 Aug 55**

Handwritten initials

SECRET  
(When Filled In)

OFFICE OF PERSONNEL

SECTION IV

This section is provided as an aid in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page below are a series of statements that apply in some degree to most people. On the right hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinctions if you so desire. Each of the statements on the left - then check the category on the right which best tells how well that statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column means that you have the definite opinion that the description is not at all suited to the individual.

Oct 20 10 45 AM '53  
MAIL ROOM

STATEMENTS

CATEGORIES

STATEMENTS	SAMPLES	NOT OBSERVED	DOES NOT APPLY	APPLIES TO A LIMITED DEGREE	APPLIES TO A REASONABLE DEGREE	APPLIES TO AN ABOVE AVERAGE DEGREE	APPLIES TO AN OUTSTANDING DEGREE
A. ABLE TO SEE ANOTHER'S POINT OF VIEW.			X		X		
B. PRACTICAL.						X	
1. A GOOD REPORTER OF EVENTS.						X	
2. CAN MAKE DECISIONS ON HIS OWN WHEN NEED ARISES.						X	
3. CAUTIOUS IN ACTION.						X	
4. HAS INITIATIVE.						X	
5. UNEMOTIONAL.					X		
6. ANALYTIC IN HIS THINKING.						X	
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND IDEAS.					X		
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.						X	
9. HAS SENSE OF HUMOR.						X	
10. KNOWS WHEN TO SEEK ASSISTANCE.						X	
11. CALM.					X		
12. CAN GET ALONG WITH PEOPLE.						X	
13. MENCHRY FOR FACTS.					X		
14. GETS THINGS DONE.							X
15. KEEPS ORIENTED TOWARD LONG TERM GOALS.	X						
16. CAN COPE WITH EMERGENCIES.						X	
17. HAS HIGH STANDARDS OF ACCOMPLISHMENT.						X	
18. HAS STAMINA AND KEEP GOING A LONG TIME.						X	
19. HAS WIDE RANGE OF INFORMATION.					X		
20. MAKES ORIGINALITY.					X		
21. SELECTED RESPONSE ABILITIES.						X	
22. REMAINS UNDER PRESSURE.					X		
23. RESPONDS WELL TO SUPERVISION.						X	
24. EXTRA RESPONSIBILITY.						X	
25. WELLS UNDER PRESSURE.						X	



SECRET

(When Filled In Office of Personnel Investigations)

OFFICE OF PERSONNEL

C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WEAKNESS OUTLINES THE INDIVIDUAL'S CHARACTERISTICS:

Not applicable

D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION?  NO  YES

SEP 28 10 43 AM '55  
MAIL ROOM

E. WHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?

Language and area of [redacted]  
For purposes of rounding out general knowledge, some formal training in clandestine [redacted] would be helpful.

F. OTHER COMMENTS (Indicate here general traits, specific habits or characteristics not covered elsewhere in the report but which have a bearing on effective utilization of this person):

not applicable

SECTION VI

Read all descriptions before rating. Place "X" in the most appropriate box under subsections A, B, C, & D

A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.

1. DOES NOT PERFORM DUTIES ADEQUATELY. HE IS INCOMPETENT.
2. BARELY ADEQUATE IN PERFORMANCE; ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.
3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY; OCCASIONALLY REVEALS SOME AREA OF WEAKNESS.
4. PERFORMS DUTIES IN A TYPICALLY COMPETENT, EFFECTIVE MANNER.
5. A FINE PERFORMANCE; CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.
6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS EQUALLED BY FEW OTHER PERSONS KNOWN TO THE RATER.

IS THIS INDIVIDUAL BETTER QUALIFIED FOR WORK IN SOME OTHER AREA?  NO  YES. IF YES, WHAT?

C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, give your opinion of this person's attitude toward the agency.

1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY... WILL DEFINITELY LEAVE THE AGENCY AT THE FIRST OPPORTUNITY.
2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY... IRKED BY RESTRICTIONS... REGARDS AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE AGENCY... BOTHERED BY MINOR FRUSTRATIONS... WILL QUIT IF THESE CONTINUE.
4. HIS ATTITUDE TOWARD THE AGENCY IS INDIFFERENT... HAS "BAIT AND SEE" ATTITUDE... WOULD LEAVE IF SOMEONE OFFERED HIM SOMETHING BETTER.
5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD AGENCY... MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR AGENCY... THINKS IN TERMS OF A CAREER IN THE AGENCY.
6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE AGENCY... HARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CAREER IN THE AGENCY.
7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE AGENCY... WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE AGENCY.

B. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potential for assumption of greater responsibilities as normally indicated by promotion.

1. HAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED.
2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.
3. IS ABLE TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN SOME AREAS.
4. WILL PROBABLY ADVANCE QUICKLY TO THE NEXT RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.
5. IS CURRENTLY PERFORMING AT THE LEVEL OF THE NEXT HIGHER GRADE.
6. AN EXCEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCEMENT.

D. DIRECTIONS: Consider everything you know about this person in making your rating... skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.

1. DEFINITELY UNSUITABLE - HE SHOULD BE SEPARATED.
2. OF DOUBTFUL SUITABILITY... WOULD NOT HAVE ACCEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW.
3. A BARELY ACCEPTABLE EMPLOYEE... DEFINITELY BELONGS AHEAD BUT WITH NO WEAKNESS SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION.
4. A TYPICAL EMPLOYEE... HE DISPLAYS THE SAME SUITABILITY AS MOST OF THE PEOPLE I KNOW IN THE AGENCY.
5. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS.
6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE AGENCY.
7. EXCELLENT BY ALL STANDARDS IN SUITABILITY FOR WORK IN THE AGENCY.

SECRET

SECRET  
SECURITY INFORMATION

**PERSONNEL EVALUATION REPORT**

for 12/11/54  
12/11/54

Items 1 through 6 will be completed by Administrative or Personnel Officer.

1. NAME (Last) (First) (Middle) 2. GRADE 3. POSITION TITLE  
 RANDALL Frederick C. GS-11 I.C. (C) SS-TI

4. OFFICE STAFF OR DIVISION BRANCH DEPT'L. OR FIELD, SPECIFY STATION  
 Branch 5

5. PERIOD COVERED BY REPORT 6. TYPE OF REPORT  
 From To  Initial  Annual  Special  
 Reassignment  Reassignment of Supervisor

Items 7 through 10 will be completed by the person evaluated.

7. LIST YOUR MAJOR DUTIES IN APPROXIMATE ORDER OF IMPORTANCE, WITH A BRIEF DESCRIPTION OF EACH. OMIT MINOR DUTIES.

In June 1954 transferred as Chief FE/5/CE Section to [redacted] FI Desk Officer. As of June 1954 major duties include:

1. Responsibility to initiate and act as Washington case officer for all FI operations operating from the [redacted] Station.
2. In cooperation with the Chief FE/5 Reports, to insure that all intelligence reports are properly disseminated to customer agencies [redacted]
3. To share in the planning of the FI program for [redacted]

8. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT PERIOD.

Name of Course	Location	Length of Course	Date Completed
[redacted] reading	CIA Language Lab.	2 months	Approx. January 1954

9. IN WHAT TYPE OF WORK ARE YOU PRIMARILY INTERESTED?  
 IF DIFFERENT FROM YOUR PRESENT JOB, EXPLAIN YOUR QUALIFICATIONS (APTITUDE, KNOWLEDGE, SKILLS).

Desire and plan to continue as a FI desk officer until opportunity for a field assignment arises. At that time desire to do both FI and FP case officer work in the field.

10.

20 September 1954 *Frederick P. Randall*  
 DATE SIGNATURE

Items 11 through 13 will be completed by Supervisor.

11. BRIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE.

Subject has performed his duties as listed in Section (7) in a very creditable manner. The monthly letter of the Senior Representative to the Director has, without exception, stated that Headquarters support of the [redacted] Station has been more than adequate. Since subject is a relative newcomer to his present position and has had no field experience, he occasionally is hesitant to initiate action. However, he is clearly willing to assume responsibility when he is sure of his footing, and it will be only a question of time before he is willing and able to act in full capacity in all situations.

SECRET  
SECURITY INFORMATION

OFFICE OF PERSONNEL

12. IN WHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB MOST NOTICEABLY GOOD OR OUTSTANDING?  
 Subject's performance is characterized by a high degree of industriousness and thoroughness. He is one of those supremely useful individuals to whom a supervisor can assign a task, and then turn to other matters with sure confidence that the job will be completed, to the last detail and on time. 28/9/54  
MAIL ROOM

13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?  
 Subject's command of written English can stand improvement. His writing is by no means deficient in basic requirements, but practice will be needed to insure consistent production of clear and well constructed prose.

14. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE.  
 Subject demonstrates clearly his growing ability to handle larger responsibilities. His transition from a CE Unit Chief's job, to that of the [redacted] FI Chief, has been a markedly smooth one. Once a new technique or procedural method is learned, subject can put it into operation when required. He is definitely potential material for a COS slot in the field.

15. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate reassignment, if possible.)  
 No

16. WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSON?  
 Recommended training includes Communist Party Operations and Anti Communist Party Operations. Recommend rotation to an [redacted] slot. Subject has now, and is increasing his knowledge of Headquarters tasks and procedures. In approximately a year, he should put such knowledge and training into effect in the field. There is every reason to believe that he will make an excellent field case officer.

17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM NOTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE.

18. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING COMMENT ON ITEMS 1, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20.

S ept 28, 1954 [redacted]  
DATE SIGNATURE OF SUPERVISOR

19. I HAVE REVIEWED THE ABOVE REPORT. (Comments, if any, are shown in item 28/9/54 [redacted]  
DATE SIGNATURE OF REVIEWING OFFICIAL

20. COMMENTS: (If necessary, may be continued on reverse side of cover sheet.)

S-E-C-R-E-T

TRAINING EVALUATION  
Course on World Communism No. \_\_\_\_\_

NAME	SEX	DATES OF COURSE	NO. STUDENTS
DATE OF <del>BASELL</del> , Frederick <del>COE</del> Z	M		30
From October 1961 to 20 September 1961		45-11	14/71

FBI Case Officer

OBJECTIVES OF THE COURSE

The Course on World Communism is a four week's course designed to provide adequate background and understanding of the World Communist Movement, and to increase the effectiveness of staff personnel in their ability to interpret and analyze Communist Party and Front organizational structures and the strategy and tactics of the World Communist Movement.

CHARACTERISTICS OF THE COURSE

The material in this course is presented by lecture and in seminar discussion. Students are required to prepare written assignments, which are designed to measure the student's ability to apply the knowledge acquired in the course to his special field of activity.

RATING OF STUDENT ACHIEVEMENT

Students are rated according to the five-point adjectival rating scale (Superior, Excellent, Satisfactory, Weak, Failure) in indicating the degree to which they have achieved the course objectives. The meaning of these adjectival ratings are as follows:

**SUPERIOR:** The student demonstrated outstanding ability or proficiency in meeting this course goal or objective; he indicated an unusually thorough knowledge of the material presented; or, if skills are involved, he demonstrated that he is one of the most effective individuals in this area.

**EXCELLENT:** The student showed unusual competence, skill, or ability in meeting this objective or goal; he demonstrated a thorough grasp of the presented material, or, if skills are involved, he demonstrated that he can perform in an extremely effective manner in this area.

**SATISFACTORY:** The student met this objective in a competent and adequate manner; he demonstrated a good understanding and grasp of the information presented, or, if skills are involved, he demonstrated sufficient competence to operate effectively in this area.

S-E-C-R-E-T



S-E-C-R-E-T

**WEAK:** Although the student may have met some of the standards set for minimum achievement of this course goal or objective, he demonstrated serious gaps in knowledge or sufficient lack of skill to be of doubtful competence.

**FAILURE:** The student was unable to grasp the concepts or information presented, or demonstrated that he had not acquired the necessary information and skills to operate at even a minimum capacity in this area.

STUDENT'S PERFORMANCE IN THE COURSE

	FAIL	WEAK	SAT	EXC	SUP
<b>I. <u>Current Communist Ideology</u></b>					
Ratings in this class			6	12	9*
Ratings in 2 classes			18	24	27
<b>II. <u>CP Structure &amp; Functions</u></b>	FAIL	WEAK	SAT	EXC	SUP
Ratings in this class			3	15	5*
Ratings in 2 classes			9	31	15
<b>III. <u>Communist Methods &amp; Techniques</u></b>	FAIL	WEAK	SAT	EXC	SUP
Ratings in this class			8	14	11*
Ratings in 2 classes			3	24	16

(An asterisk \* indicates this student's ratings.)

INSTRUCTORS' OVER-ALL COMMENT:

FOR THE DIRECTOR OF TRAINING:

[Redacted Signature Box]

Chief Instructor, CAC

SECRET

TRAINING EVALUATION

Audio-Surveillance Seminar # 2

SECTION I IDENTIFYING INFORMATION

Name	Sex	Dates of Seminar	No. Students
RANDALL, Frederick C.	Male	6-24 June 1955	12
Date of Birth	EOD Date	Grade or Rank	Office
[REDACTED]	10 September 1951	GS-11	DDP/FE/5
Projected Assignment or Present Position			
FI case officer for	[REDACTED]	unit	

SECTION II COMMENT

Subject has completed a three-week Seminar which covered the operational and technical aspects [REDACTED]

[REDACTED]

[REDACTED]

FOR THE DIRECTOR OF TRAINING

FOR FI

P. R. T. C.

[REDACTED]

SECRET

**CONFIDENTIAL**  
SECURITY INFORMATION

LANGUAGE ACHIEVEMENT REPORT			
NAME (LAST)	(FIRST)	(MIDDLE INITIAL)	DATE
RANDALL	Frederick	C.	17 February 1954
DIVISION		OFFICE	
FE/S			
LANGUAGE		LEVEL OF INSTRUCTION	
LENGTH OF COURSE	NUMBER OF HOURS PER WEEK	INSTITUTION	
12 weeks	3	BLTD/OTR	
<b>PRESENT PROFICIENCY IN THE LANGUAGE</b>			
SPEAKS	----- NA -----	FLUENTLY <input type="checkbox"/>	AVERAGE <input type="checkbox"/> SLOWLY <input type="checkbox"/>
WRITES	----- NA -----	BELL <input type="checkbox"/>	POORLY <input type="checkbox"/> NIL <input type="checkbox"/>
READS	----- NA -----	FLUENTLY <input type="checkbox"/>	FAIR <input type="checkbox"/> POORLY <input checked="" type="checkbox"/>
UNDERSTANDS	----- NA -----	EASILY <input type="checkbox"/>	AVERAGE <input type="checkbox"/> POORLY <input type="checkbox"/>
TRANSLATES INTO ENGLISH	----- NA -----	BELL <input type="checkbox"/>	FAIR <input checked="" type="checkbox"/> NIL <input type="checkbox"/>
<b>RATINGS</b>			
		SUPERIOR	NORMAL
			LOW
1. INTEREST IN LANGUAGE STUDY	----- NA -----		<input checked="" type="checkbox"/>
2. ACHIEVEMENT IN LEARNING SPOKEN LANGUAGE	----- NA -----		
3. ACHIEVEMENT IN LEARNING WRITTEN LANGUAGE	----- NA -----		<input checked="" type="checkbox"/>
4. ABILITY TO UNDERSTAND GRAMMATICAL EXPLANATION	----- NA -----		<input checked="" type="checkbox"/>
5. ABILITY TO LEARN AND RETAIN VOCABULARY FORMS AND STRUCTURE	----- NA -----		<input checked="" type="checkbox"/>
6. ABILITY TO SPEAK SPONTANEOUSLY AND NATURALLY	----- NA -----		
7. DEGREE OF APPLICATION AND EFFORT	----- NA -----		<input checked="" type="checkbox"/>
SKILL DESIRED IN LANGUAGE TRAINING REQUEST <input type="checkbox"/>			
FURTHER LANGUAGE TRAINING NECESSARY <input type="checkbox"/>			
FURTHER LANGUAGE TRAINING RECOMMENDED <input type="checkbox"/>			
FURTHER LANGUAGE TRAINING NOT RECOMMENDED <input checked="" type="checkbox"/>			
THERE ARE <u>6</u> STUDENTS IN THIS COURSE. THIS STUDENT RANKS <u>4</u> TH IN PROFICIENCY.			
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20			
<div style="border: 1px solid black; width: 100%; height: 50px; margin: 0 auto;"></div>			

SECRET  
SECURITY INFORMATION

H.

PERSONNEL EVALUATION REPORT

*Items 1 through 6 will be completed by Administrative or Personnel Officer*

1. NAME (Last)	First(s)	(Middle)	2. GRADE	3. POSITION TITLE
RAWDALL	Frederick	G.	GS-9	Intl. Officer (CE) (D-F)
4. OFFICE	STAFF OR DIVISION	BRANCH	DEPT'L.	IF FIELD, SPECIFY STATION
DDP	FE	5		
5. PERIOD COVERED BY REPORT		6. TYPE OF REPORT		
From 2-10-53 To 9-10-53		<input type="checkbox"/> Initial <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Reassignment <input type="checkbox"/> Reassignment of Supervisor <input type="checkbox"/> Special		

*Items 7 through 10 will be completed by the person evaluated*

7. LIST YOUR MAJOR DUTIES IN APPROXIMATE ORDER OF IMPORTANCE, WITH A BRIEF DESCRIPTION OF EACH. OMIT MINOR DUTIES.

Same as listed in previous report.

8. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT PERIOD.

Name of Course	Location	Length of Course	Date Completed
A. M. Degree (Foreign Affairs)	George Wash Un.		May 1953
C. E. Briefing	T-30	Approx 8 days	June 1953

9. IN WHAT TYPE OF WORK ARE YOU PRIMARILY INTERESTED?

Same as listed in previous report.

IF DIFFERENT FROM YOUR PRESENT JOB, EXPLAIN YOUR QUALIFICATIONS (APTITUDE, KNOWLEDGE, SKILLS).

10.

25 August 1953

*Frederick P Rawdall*

DATE

SIGNATURE

*Items 11 through 13 will be completed by Supervisor*

11. BRIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE.

Same as listed in previous report.

SECRET  
SECURITY INFORMATION

12. IN WHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB MOST NOTICEABLY GOOD OR OUTSTANDING?

Same as listed in previous report.

13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT?

Same as listed in previous report.

14. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE.

Same as listed in previous report.

15. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate reassignment, if possible.)

Recommend immediate assignment to  ~~XXXXXXXXXX~~ station.

16. WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSON?

Same as listed in previous report.

17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM NOTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE.

18. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING COMMENT ON ITEMS 7, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20.

25 August 1953

DATE

SIGNATURE OF SUPERVISOR

19. I HAVE REVIEWED THE ABOVE REPORT. (Comments, if any, are shown in item 20.)

10/1/53

DATE

SIGNATURE OF REVIEWING OFFICIAL

20. COMMENTS: (If necessary, may be continued on reverse side of cover sheet.)

**SECRET**  
SECURITY INFORMATION

PERSONNEL EVALUATION REPORT					
Items 1 through 6 will be completed by Administrative or Personnel Officer					
1. NAME (Last, First, Middle Initial) <b>RANDALL, Fredrick C.</b>	2. GRADE <b>GS-9</b>	3. POSITION TITLE <b>Intel Off (DE)</b>	4. STAFF OR DIVISION <b>FE</b>	5. BRANCH <b>5</b>	6. DEPT'L. OR FIELD <input checked="" type="checkbox"/> DEPT'L. <input type="checkbox"/> FIELD
7. PERIOD COVERED BY REPORT From <b>2-10-52</b> To <b>2-10-53</b>		8. TYPE OF REPORT <input type="checkbox"/> Initial <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Special <input type="checkbox"/> Reassignment <input type="checkbox"/> Reassignment of Supervisor			
Items 7 through 10 will be completed by the person evaluated					
7. LIST YOUR MAJOR DUTIES IN APPROXIMATE ORDER OF IMPORTANCE, WITH A BRIEF DESCRIPTION OF EACH. OMIT MINOR DUTIES. <b>As Chief of CE Section of Branch 5, supervise and perform the following:</b>					
8. LIST COURSES OF INSTRUCTION COMPLETED DURING REPORT PERIOD.					
Name of Course	Location	Length of Course	Date Completed		
<b>Counter Espionage</b>	<b>CIA Washington</b>	<b>1 week (first week of two-week course taken in 1951)</b>	<b>9 May 1952</b>		
<b>Thesis (AM)</b>	<b>George Washington University</b>	<b>Indefinite</b>	<b>To complete May 1953</b>		
9. IN WHAT TYPE OF WORK ARE YOU PRIMARILY INTERESTED?  IF DIFFERENT FROM YOUR PRESENT JOB, EXPLAIN YOUR QUALIFICATIONS (APTITUDE, KNOWLEDGE, SKILLS). <b>I am interested in my present job as a Washington Counter Espionage Officer, but desire to broaden my knowledge of intelligence through future field tours as an intelligence and counter intelligence officer in the Far East.</b>					
10.					
<u>2/23/53</u> <small>DATE</small>			<u><i>Fredrick C. Randall</i></u> <small>SIGNATURE</small>		
Items 11 through 13 will be completed by Supervisor					
11. BRIEFLY DESCRIBE THIS PERSON'S PERFORMANCE ON THE MAJOR DUTIES LISTED UNDER ITEM 7 ABOVE. <b>Subject's performance is best described as excellent. He is doing competent work and is laying a good foundation for a career in intelligence.</b>					

SECRET  
SECURITY INFORMATION

12. IN WHAT RESPECT IS THIS PERSON'S PERFORMANCE ON PRESENT JOB MOST NOTICEABLY GOOD OR OUTSTANDING? Subject is very thorough and industrious. He exhibits marked initiative and a very high degree of interest.
13. ON WHAT ASPECT OF PERFORMANCE SHOULD THIS PERSON CONCENTRATE EFFORT FOR SELF IMPROVEMENT? Subject will profit by a continuing effort to relate his work to all aspects of the Agency's intelligence function.
14. COMMENT ON THIS PERSON'S ABILITY TO HANDLE GREATER RESPONSIBILITIES NOW OR IN THE FUTURE. Subject has proven himself able to supervise the work of others and has handled well the increasing responsibilities of his job.
15. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QUALIFICATIONS? (Recommend appropriate reassignment, if possible.) No change is recommended at this time. His easy, affable manner in dealing with others make subject well qualified for duties requiring more contact with others than his present assignment demands.
16. WHAT TRAINING OR ROTATION DO YOU RECOMMEND FOR THIS PERSON? Further training is planned to include specialized courses given by the Agency.
17. IF PERFORMANCE DURING REPORT PERIOD HAS BEEN UNSATISFACTORY, THERE IS ATTACHED COPY OF MEMORANDUM NOTIFYING THIS PERSON OF UNSATISFACTORY PERFORMANCE.
18. THIS PERSONNEL EVALUATION REPORT HAS BEEN DISCUSSED WITH THE PERSON EVALUATED. ADDITIONAL COMMENTS INCLUDING COMMENT ON ITEMS 7, 8 AND 9, ARE SHOWN BELOW UNDER ITEM 20.  DATE: 30 March 1953 SIGNATURE OF SUPERVISOR: [Redacted]
19. I HAVE REVIEWED THE ABOVE REPORT. (Comments, if any, are shown in [Redacted]) DATE: 15 April 1953
20. COMMENTS: (If necessary, may be continued on reverse side of cover sheet.)  [Redacted]

SECRET

0.2.510.

SECRET

SECURITY INFORMATION  
**TRAINING EVALUATION**  
 -OPERATIONS

**IMPORTANT:** The official to whom this report is entrusted is personally responsible for it. He may show it to other members of his staff or to the student concerned if such action is considered necessary and advisable.  
 This report summarizes the test results. Observations and opinions of the various instructors for the course listed only. More complete data are available in the files of the office of Training (Covert) and may be examined after contacting the Training and Evaluation Officer. Any questions as regards the evaluation of this student should be referred to the Chief, Training and Evaluation, TR(C).

NAME OF STUDENT (LAST) (FIRST) (MIDDLE)	AGE	GRADE (GS OR RANK)	DATE OF REPORT
RANDALL, Frederick C.	25	GS-7	21 December 1951
DIVISION	PROJECTED ASSIGNMENT	COURSE NO.	
OSO/PDZ-3	Intelligence Officer	OC 30	

**PERFORMANCE RECORD**

THE FOLLOWING GRADES SHOW THE ACHIEVEMENT OF THE STUDENT IN THE MAJOR ELEMENTS OF THE COURSE. TWO GRADES ARE ASSIGNED IN EACH AREA. ONE FOR COMPREHENSION AND ONE FOR IMPLEMENTATION. A SPECIFIC DEFINITION OF EACH OF THESE TERMS, AS WELL AS OF THE ADJECTIVAL RATINGS EMPLOYED, IS GIVEN ON THE BACK OF THIS EVALUATION FORM.

MAJOR ELEMENTS	ADJECTIVAL RATINGS									
	FAILURE		POOR		SATISFACTORY		EXCELLENT		SUPERIOR	
	COMP.	IMP.	COMP.	IMP.	COMP.	IMP.	COMP.	IMP.	COMP.	IMP.
1.					X	X				
2.				X	X					
3.				X	X					
4.				X	X					
5.					X	X				
6.					X	X				
7.					X	X				
8.				X	X					
9.				X	X					
10.					X	X				

**TRAIT RECORD**

THE FOLLOWING INDICATES THE VARIOUS TRAITS AS OBSERVED BY THE INSTRUCTORS DURING THE TRAINING PERIOD. THE OBSERVATIONS INCLUDE THE STUDENT'S PARTICIPATION AND CONDUCT IN TRAINING AS WELL AS HIS REACTIONS TO VARIOUS PROBLEMS AND SITUATIONS.

**A. Constructive Imagination (NOT OBSERVED  )**

1 Devoid of constructive imagination or inventiveness in approach to problems.	2 Showed only a very limited degree of constructive imagination.	3 Showed sufficient constructive imagination to meet most school situations adequately.	4 Demonstrated the possession of creative ability to a greater than average degree.	5 Outstandingly creative, inventive, or original.
---	---	--	--	--

**B. Astuteness (NOT OBSERVED  )**

1 Appeared glib and naive.	2 Exhibited below average skepticism and discernment.	3 Displayed adequate judgment and perspicacity.	4 Displayed above average perspicacity and shrewdness.	5 Displayed exceptional shrewdness and perspicacity.
-------------------------------	--	--	---	---

**C. Industry (NOT OBSERVED  )**

1 Did not show sufficient application of time and effort.	2 Applied only the minimum amount of time and effort necessary.	3 Showed adequate compliance as regards time and effort necessary.	4 Volunteered greater time and effort than is normally expected in this course.	5 Was unusually industrious, giving generously of time and effort.
--	--	---	--	---

**D. Initiative (NOT OBSERVED  )**

1 Consistently failed to act without being specifically instructed to do so.	2 Generally exhibited a low level of enterprise but occasionally acted on his own.	3 Normally took steps to implement ideas without external promptings.	4 Usually displayed initiative and aggressiveness in carrying out projects.	5 Displayed unusual energy, enthusiasm, and aggressiveness.
---	---	--	--	--

			X		
				X	
					X



**E. Ability to Write** (NOT OBSERVED  )

1	2	3	4	5
Seemed unable to express thoughts clearly in written form.	Was weak in expressing thoughts clearly in written form.	Written work showed no significant weakness.	Displayed ability to express thoughts thoroughly in written form.	Was outstanding in ability to express ideas in clear, correct, coherent manner.

**F. Facility of oral expression** (NOT OBSERVED  )

1	2	3	4	5
Unable to express self clearly. Presented ideas in groping and incoherent fashion.	Lacked fluency or ease in his speech, but meaning usually clear.	Displayed reasonable facility in oral expression.	Spoke confidently, conveying ideas clearly and readily.	Outstanding in fluency and clarity of oral expression.

**G. Ability to Get Along With Associates.** (NOT OBSERVED  )

1	2	3	4	5
Frequently alienated his associates.	Failed to win social acceptance but did not actively antagonize others.	Reasonably effective in his social relations.	Displayed definite ability to achieve harmonious relationships with his associates.	Unusually effective in his ability to win acceptance from others.

**H. Ability to influence his Associates** (NOT OBSERVED  )

1	2	3	4	5
Withdrew from group activities to a marked degree, failing to influence the thinking and actions of others.	Normally socially retiring, opinions rarely affected his associates.	Usually participated in group activities, was fairly successful in selling a point or himself.	Was excellent at influencing others by his own personality and thinking.	Was outstanding in ability to command respect and attention through his personality and thinking.

**I. Tact** (NOT OBSERVED  )

1	2	3	4	5
Markedly blunt and indiscreet.	Frequently said or did something which induced an unfavorable reaction.	Reasonably discreet and tactful.	Had good discernment for the appropriate thing to say or do.	Consistently demonstrated keen perception for fitting speech or

X  
X  
X  
X  
X

SECRET

# TRAINING EVALUATION

OPERATIONS

**IMPORTANT:** The official to whom this report is entrusted is personally responsible for it. He may show it to other members of his staff or to the student concerned if such action is considered necessary and advisable.  
 This report summarizes the test results. Observations and opinions of the various instructors for the course listed on the report are available in the files of the office of Training (Cover), and may be examined after contacting the Training and Evaluation Officer. Any questions as regards the evaluation of this student should be referred to the Chief, Training and Evaluation, TN(C).

NAME OF STUDENT (LAST)	(FIRST)	(MIDDLE)	AGE	GRADE (GS OR RANGE)	DATE OF REPORT
RANDALL,	Frederick	G.	25	GS-7	21 December 1951
DIVISION			PROJECTED ASSIGNMENT		COURSE NO.
OSO/IDE-1			Intelligence Officer		OC 30

**PERFORMANCE RECORD**

THE FOLLOWING GRADES SHOW THE ACHIEVEMENT OF THE STUDENT IN THE MAJOR ELEMENTS OF THE COURSE. TWO GRADES ARE ASSIGNED IN EACH AREA, ONE FOR COMPREHENSION AND ONE FOR IMPLEMENTATION. A SPECIFIC DEFINITION OF EACH OF THESE TERMS, AS WELL AS OF THE ADJECTIVAL RATINGS EMPLOYED, IS GIVEN ON THE BACK OF THIS EVALUATION FORM.

MAJOR ELEMENTS	ADJECTIVAL RATINGS									
	FAILURE		POOR		SATISFACTORY		EXCELLENT		SUPERIOR	
	COMP.	IMP.	COMP.	IMP.	COMP.	IMP.	COMP.	IMP.	COMP.	IMP.
1.					X	X				
2.				X	X					
3.				X	X	X				

**J. Adaptation to Training (NOT OBSERVED  )**

1. Displayed no interest or enthusiasm for training and failed to adapt himself to the demands made upon him.	2. Accepted training program reluctantly and had difficulty adapting himself to the training requirements.	3. Displayed average interest in and acceptance of training.	4. Exhibited an excellent acceptance of training and readily adapted to demands made upon him.	5. Outstanding in his acceptance of training and display of enthusiasm and interest.
---	--	--	--	--

**COMMENTS**

[Empty space for handwritten or typed comments]

<b>APPROVED</b>	<b>REVIEWED</b>
[Signature Line]	SIGNATURE OF CHIEF, TRAINING AND EVALUATION

FORM NO. 51-86  
OCT 1951

SECRET

(45) (OVER)

# TRAINING EVALUATION

## BASIC ORIENTATION

**IMPORTANT:** The official to whom this report is entrusted is personally responsible for it. He may show it to other members of his staff or to the student concerned if such action is considered necessary and advisable.

This report summarizes the test results, observations and opinions of the various instructors for the course listed only. More complete data are available in the files of the Office of Training (Cover), and may be examined after contacting the Training and Evaluation Officer. Any question as regards the evaluation of this student should be referred to the Chief, Training and Evaluation, TM (C).

NAME OF STUDENT (LAST)	(FIRST)	(MIDDLE)	AGE	GRADE, EGS OR RANK	DATE OF BIRTH
Randall	Frederick	C.	24	GS-7	3 November 1951
DIVISION			PROPOSED ASSIGNMENT		PROBATION NO.
OSQ/PDE			Intelligence Officer		BOC-34

**PERFORMANCE RECORD**

THE FOLLOWING GRADES SHOW THE ACHIEVEMENT OF THE STUDENT IN THE MAJOR ELEMENTS OF THE COURSE. A SPECIFIC DEFINITION OF EACH OF THE ADJECTIVAL RATINGS, IN TERMS OF COURSE OBJECTIVES, IS GIVEN ON THE BACK OF THIS EVALUATION FORM.

	MAJOR ELEMENTS	ADJECTIVAL RATING				
		FAILURE	POOR	SATISFACTORY	EXCELLENT	SUPERIOR
1				X		
2				X		
3				X		
4					X	
5					X	
6						X

**TRAIT RECORD**

THE FOLLOWING INDICATE THE VARIOUS TRAITS AS OBSERVED BY THE INSTRUCTORS DURING THE TRAINING PERIOD. THE OBSERVATIONS INCLUDE STUDENT'S PARTICIPATION AND CONDUCT IN TRAINING AND HIS REACTIONS TO VARIOUS PROBLEMS AND SITUATIONS.

**A. Planning Work (NOT OBSERVED)**

1	2	3	4	5
Consistently displays unsystematic approach to problems, inability to organize data, and careless handling of details.	Planning frequently unsystematic and disorganized.	Average planning ability; was capable of planning satisfactorily on relatively uncomplicated problems.	Carefully analyzed most problems and planned accordingly.	Planned logically, analytically and thoroughly, anticipating and preparing for all difficulties.

**B. Attention to Details (NOT OBSERVED)**

1	2	3	4	5
Work suffered seriously from constant inattention to details.	Work frequently marred by careless or imprudent treatment of significant details.	Work showed acceptable attention to significant detail, but contained a number of minor errors.	Careful handling of significant details, with occasional lapses of a minor nature.	Work was outstanding for precise, accurate handling of detail at all times.

**C. Social Effectiveness (NOT OBSERVED)**

1	2	3	4	5
Unable to inspire confidence and respect in others.	Demonstrated little ability to affect his associates' ideas or attitudes.	Shows satisfactory ability to affect the thoughts and actions of the people with whom he associates.	Displayed a well developed capacity for influencing the thoughts and actions of his associates.	Outstanding in his ability to influence the attitudes and reactions of his associates.

**D. Facility of Oral Expression (NOT OBSERVED)**

1	2	3	4	5
Unable to express himself clearly. Presented ideas in a groping and incoherent fashion.	Lacked fluency or ease in his speech, but meaning usually clear.	Displayed respectable facility in oral expression.	Spoke confidently conveying ideas clearly and easily.	Outstanding in fluency and clarity of oral expression.

**E. Adaptation to Training (NOT OBSERVED)**

1	2	3	4	5
Displayed no interest or enthusiasm for training and failed to adapt himself to the demands made upon him.	Accepted training program reluctantly and had difficulty adapting himself to the training requirements.	Displayed average interest in and acceptance of training.	Exhibited an excellent acceptance of training and readily adapted to demands made upon him.	Outstanding in his acceptance of training and display of interest and enthusiasm.

UNCLASSIFIED//FOR OFFICIAL USE ONLY

DATE OF EVALUATION: \_\_\_\_\_  
EVALUATOR: \_\_\_\_\_  
SUPERVISOR: \_\_\_\_\_

\_\_\_\_\_  
SIGNATURE OF CHIEF INSTRUCTOR

<b>APPROVED</b>	<b>REVIEWED</b>
SIGNATURE OF DEPUTY FOR STAFF TRAINING	SIGNATURE OF CHIEF, TRAINING AND EVALUATION
_____	_____

DEFINITION OF ADJECTIVAL RATINGS

<b>SUPERIOR:</b>	All primary and secondary objectives have been achieved with a degree of proficiency significantly above the level required for successful operation in this area or doing more advanced work in training.
<b>EXCELLENT:</b>	All primary objectives have been achieved and most of the secondary ones at a level which would permit the individual to perform satisfactorily in this field or to complete successfully more advanced training.
<b>SATISFACTORY:</b>	All of the primary objectives have been met but many of the secondary goals have not. This grade range represents the level of proficiency of the average student with medium potentiality, or less, for actual operations or future training at a higher level.
<b>POOR:</b>	A few of the major objectives have been achieved but the student's performance is so limited that he would have difficulty in performing satisfactory work in this area or successfully completing training at a more advanced level.
<b>FAILURE:</b>	The individual failed to meet either the primary or the secondary objectives and represents an extremely poor risk for performing work in this area or doing advanced training.


21 MAY 1979

MEMORANDUM FOR: Mr. Frederick Randall

FROM: John N. McMahon  
Deputy Director for Operations

SUBJECT: Letter of Commendation

I have been advised that in connection with the Westinghouse FOIA litigation case you were a member of a team of employees who worked the weekend of 21-22 April to meet a court-imposed deadline. Your devotion to duty as demonstrated by giving of your time to process material for this case is most praiseworthy. I know this is not the first time that you have worked overtime to keep our good record. Thanks.

  
John N. McMahon

16 APR 1979

Frederick C. Randall

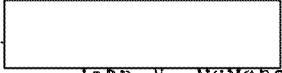
Dear Frederick,

Please accept my appreciation for an assignment well done as a member of the FY 1979 GS-13 Personnel Evaluation Board.

Your full-time service with the Board represents a major contribution to the Directorate's program of personnel assessment and management. Your recommendations for promotion, career development, and other matters have been very helpful.

I believe you will find on return to your regular duties that this time spent with the Board has broadened and sharpened your own focus on the personnel aspects of Agency management. I think it will make you appreciate more than ever our needs for carefully and candidly written appraisals of employees.

*Frederick C. Randall*  
Sincerely,

  
John N. McMahon  
Deputy Director for Operations

ADMINISTRATIVE - INTERNAL USE ONLY

DO/ISS 73-112

16 MAR 1978

MEMORANDUM FOR: Chiefs of DO Staffs and Divisions

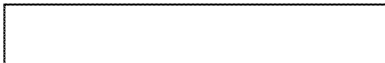
FROM: William F. Donnelly  
Chief, Information Services Staff

SUBJECT: Commendation

1. On 9 March 1978, the CIA Information Review Committee took note of the excellent work done by the Directorate of Operations in processing requests under the Freedom of Information and Privacy Acts. The Deputy Director for Operations was present, as were other Deputy Directors.

2. I would like to add my endorsement to that of the CIA/IRC and to commend all those who were/are involved in the processing of FOIA and PA requests. Although complex and time consuming, these tasks are obligatory by federal laws. In meeting the intent of the law, a difficult balance must be achieved. On the one hand, the rights of our citizens must be respected. On the other, the obligation of the Agency to protect its sources and methods must be honored. In meeting these rights and obligations, the Directorate of Operations has handled some 16,000 requests to date. In all instances where a requester has gone to the federal courts, the DO has never lost a case based upon our exemptions for sources and methods or classification.

3. This outstanding result stems directly from the very high quality of professionalism, dedication, excellent judgements by those involved, and close cooperation within the DO. These characteristics have contributed substantially to establishing legal and administrative foundations of considerable value to the U.S. Intelligence Community. As such, I request that this commendation be placed in the official files of the individuals involved for a job well done!



William F. Donnelly

FILE - Frederick C. Randall

ADMINISTRATIVE - INTERNAL USE ONLY

Department of Defense Computer Institute



*The Department of Defense Computer Institute*

*has conferred upon*

MR. FREDERICK C. RANDALL

*this certificate denoting satisfactory completion of the*

*Computer Orientation for Intermediate Executives Course*

*granted at the City of Washington, District of Columbia.*

A handwritten signature in cursive script, appearing to read "G. Charest", is written over a horizontal line.

G. CHAREST, CAPTAIN, U. S. NAVY  
DIRECTOR

22 APRIL 1977

DATE



C O N F I D E N T I A L

POLICY AND COORDINATION STAFF  
OFFICE OF THE DEPUTY DIRECTOR FOR OPERATIONS

TRAINING REPORT

EXECUTIVE WRITING SEMINAR NO. (1-6)

PARTICIPANT - RANDALL, Frederick                      GRADE - 15  
OFFICE - ISS    CAREER DESIGNATION - D  
NUMBER OF PARTICIPANTS - 20

The Executive Writing Seminar is a part-time course consisting of one hour of class daily for two weeks, plus one half-hour private counseling session. It is designed for middle and upper level executives of the Directorate.

The objective of the Seminar is to improve the quality of written presentations to senior echelons of the Agency and the U.S. Government. It is an intensive writing-training course concentrating on clarity, brevity, and accuracy of expression.

This is a certificate of attendance only, and no attempt is made to evaluate student achievement.

FOR THE CHIEF, POLICY AND COORDINATION STAFF =



Seminar Chairman

*1 August 77*  
Date

C O N F I D E N T I A L

ADMINISTRATIVE - INTERNAL USE ONLY

TRAINING REPORT

MANAGEMENT SEMINAR

Participant: Randall, Frederick

Date: 31 May - 10 June 77

Employee Number: 012170

Office: DDO/ISS

Service Designation: D

Course Objectives:

At the conclusion of the Seminar, participants should:

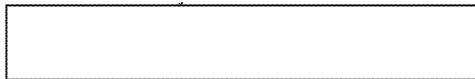
1. Be more aware of themselves as managers and the organizational environment in which they function;
2. Be able to recognize specific ways in which personal and organizational effectiveness can be improved;
3. Be able to draw on a background in management theory and apply team skills in solving a wide range of Agency problems; and
4. Have sufficient grasp of selected Agency administrative management systems so that they can apply them to their present and future management positions.

The Management Seminar explores pertinent management functions and processes, such as communication, decision-making, motivation, managing time and change, group involvement, and organizational behavior. The use of lecturettes, guest speakers, case studies, role playing, situational analyses, films, videotapes, and other exercises are involved.

Achievement Record:

This is a certificate of attendance only. No attempt was made to evaluate participant achievement in this Seminar.

FOR THE DIRECTOR OF TRAINING:



Instructor

14 JUL 1977  
Date

ADMINISTRATIVE - INTERNAL USE ONLY

CONFIDENTIAL  
(When Filled In)

REQUEST FOR TRAINING AT NON-AGENCY FACILITY

1 EMP SER NO	4 NAME (Last, First, Middle Initial)	5 BRANCH	6 MONTH	7 YEAR	8 OFFICE	9 GRADE	10 NO	11 COURSE DATES		
012170	Randall, Frederick	M	26	51	DDO SS	14	DAC	May 76 (1-day)		
12 TYPE OF INSTRUCTION	13 SYLL	14 ST OF COURSE	15 COURSE CODE	16 PURSE DATE	17 UNIT	18 CV	19 AG	20 FACILITY CODE	21 LOC	22 TOTAL HOURS
REQ 1 SPEC 2 OTHER 3						3				005

23 TITLE OF COURSE  
**A Freedom of Information and Personal Privacy Briefing Conference**

24 TRAINING FACILITY  
**U. S. Civil Service Commission  
Bureau of Training**

25 LOCATION OF TRAINING  
**1900 E Street, N.W.  
Washington, D.C.**

26 DESCRIPTION OF COURSE  
**Participants will develop a working knowledge of the Freedom of Information Act of 1967 and Privacy Act of 1974 and Amendments; will "walk through" the more significant components of Privacy and FOI guidelines; will be briefed on techniques of forecasting costs and determining resources needed to handle work loads created to comply with legislative requirements; and they will review related legislation now before Congress.**

27 SPECIFIC OBJECTIVES AND LEVEL OF PROFICIENCY TO BE ATTAINED (Level of requirement)

Mr. Randall is Chief of a branch responsible for handling of requests under the FOI and Privacy Acts.

In order that my training record be completed, I certify I attended the above course but did not receive a certificate from the facility sponsoring the above training. please submit a critique or fill out the certification of attendance below.

27 ADDITIONAL INFORMATION (Social Security No., unclassified job title, home address, etc.)

VA

TRAINING VERIFIED \_\_\_\_\_

DATE 7 Sept 76

209578

**TRAINING COMPLETED** VA

Request No. 012170  
6-10 22 SEP 1976

CONFIDENTIAL

OP

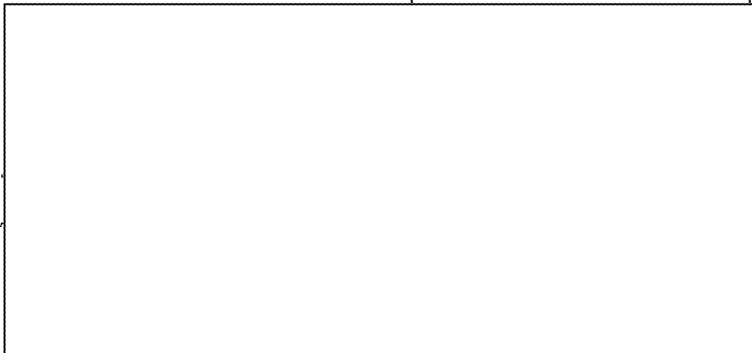
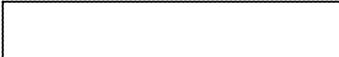
17 FEB 1976

**MEMORANDUM FOR THE RECORD**

**SUBJECT: Meritorious Unit Citation -- DDO/Privacy and Information Coordinator Group**

On 12 February 1976 the Acting Director of Central Intelligence approved award of the Meritorious Unit Citation in recognition of the achievements of the DDO/Privacy and Information Coordinator Group since February 1975. The following employees are cited for their contributions to the Group:

Frederick C. Randall



Recorder

Honor and Merit Awards Board

**Distribution:**

- 1 - Each OPF
- 1 - Exec Sec/IMAB
- 1 - Recorder/IMAB

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17 NOV 1975

MEMORANDUM FOR: Frederick Randall  
SUBJECT : Quality Step Increase

1. My congratulations on the award to you of a Quality Step Increase. This award is in recognition of superior sustained performance and reflects great credit on you and the job you have been doing.
2. I am confident that your future performance will be of continuing high quality.

With personal best wishes,

William E. Nelson

William E. Nelson  
Deputy Director for Operations

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(When Filled In)

OPF

REQUEST FOR TRAINING AT NON-AGENCY FACILITY

1 EMP SER NO	2 NAME (Last, First, Middle Initial)	3 SEX	4 AGE	5 GRADE	6 OFFICE	7 GRADE	8 SD	9 TRAINING DATES (DD-MON-YY)
012170	Randall, Frederick	M	26	51	DD8	14	DAC	7 May 76 (1-day)
13 TYPE OF INSTRUCTION	14 EVAL	15 TYPE OF COURSE	16 COURSE CODE	17 PURGE DATE	18 ONR	19 CV	20 FACILITY CODE	21 TOTAL HOURS
REG 1 SPEC 2 CORR 3 OTHER 4	CODE					3		008

22 TITLE OF COURSE  
**A Freedom of Information and Personal Privacy Briefing Conference**

23 TRAINING FACILITY  
**U. S. Civil Service Commission  
Bureau of Training**

24 LOCATION OF TRAINING  
**1900 E Street, N.W.  
Washington, D.C.**

25 DESCRIPTION OF COURSE  
Participants will develop a working knowledge of the Freedom of Information Act of 1967 and Privacy Act of 1974 and Amendments; will "walk through" the more significant components of Privacy and FOI guidelines; will be briefed on techniques of forecasting costs and determining resources needed to handle work loads created to comply with legislative requirements; and they will review related legislation now before Congress.

26 SPECIFIC OBJECTIVES AND LEVEL OF PROFICIENCY TO BE ATTAINED (Attach to assignment)

Mr. Randall is Chief of a branch responsible for handling of requests under the FOI and Privacy Acts.

the above training, please submit a critique or fill out the certification of attendance below.

27 ADDITIONAL INFORMATION (About Security Info., unclassified info. and name address, etc.)

Va.

REMARKS

In order that my training record be completed, I certify I attended the above course BUT did not receive a completion document from the facility sponsoring the training.

TRAINING VERIFIED \_\_\_\_\_

*F. C. Randall* 7 Sept 76  
NAME DATE

23 APR 1978  
VA

CONFIDENTIAL

10 November 1975

MEMORANDUM FOR: Acting Chief, EA/PINS

SUBJECT: Change of Home Base and Functional Category  
Frederick C. Randall


1. The Services Staff recently forwarded to your office a personnel action requesting a change of home-base and functional category for Mr. Frederick C. Randall. This memorandum is intended to provide additional information regarding this change as requested by EA Personnel.

2. Mr. Randall was assigned to the Services Staff in February 1975 to serve as the Freedom of Information Officer for the DDO. This assignment followed approximately ten years of service with FR Division. Mr. Randall's performance since reporting to this Staff has been outstanding. He is currently responsible for a staff of 12 employees and with the increasing responsibilities as a result of the enactment of the Privacy Act it is anticipated that additional personnel will be required in order to handle the workload.

3. Mr. Randall has been responsive in the handling of FOI requests and is noted for his professionalism, tact, persuasiveness, and analytic skills. He has done an excellent job of establishing realistic manpower requirements for the Privacy and Information Coordinator Staff, keeping up with a heavy workload while training new employees and making constant adjustments as further experience is gained in the administration of the FOI and Privacy Acts.

4. It is my opinion, and also OAC's, that Mr. Randall's strengths are in a staff assignment such as his current one. Therefore, following discussions with Mr. Randall, it was agreed that his home-base and functional category should be changed from LMC to DAC.

5. If there are any additional questions concerning this change, I will be glad to discuss it further.

  
Charles A. Briggs  
Chief, Services Staff

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2. 11/10/75 - 11/10/75

SECRET

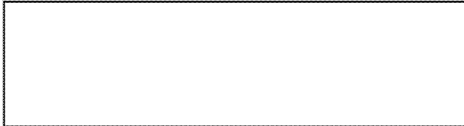
5 August 1971

**MEMORANDUM FOR: Chief, FE Personnel**

**SUBJECT : Frederick Randall, GS-14 - Rotational  
Assignment - DO Division**

1. The Personnel Management Committee of DO Division reviewed the assignment of Mr. Frederick Randall to DO Division in view of his request for a two year extension of his tour in DO and FE Division's request that DO Division consider changing his Home Base to DO.

2. The Acting Chief, DO Division has approved the committee's recommendation that (a) Mr. Randall remain in DO Division for an additional two years until July 1973, (b) Subject's Home Base not be changed to DO Division since DO does not normally Home Base personnel assigned to us on a rotational assignment, and in view of Mr. Randall's expressed desire for an overseas assignment following his two year extension in DO. Mr. Randall feels that his personal circumstances would permit him to accept an overseas assignment at that time.

  
Chief, DO Personnel

SECRET



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10 October 1975

MEMORANDUM FOR: Director of Personnel

THROUGH : Chairman, DDO QSI and Honor and Merit Awards Panel

SUBJECT : Request for a Quality Step Increase for Mr. Frederick C. Randall, GS-14

1. On the basis of the information presented below, it is recommended that a Quality Step Increase be approved for Mr. Frederick C. Randall.

2. Mr. Randall has been employed by the Agency since September 1951. He has spent his Agency career in the Operations Directorate serving with East Asia and Foreign Resources Divisions. He has had field assignments in [redacted] and spent four years at FR [redacted]

3. In early 1975, Mr. Randall was assigned to the Services Staff to serve as the Freedom of Information Officer for the DDO. In spite of the ambiguity of evolving guidelines, constant pressure of short deadlines, a very large volume of work and the cultural trauma the Act and its implementation generated, Mr. Randall's performance has been outstanding. He is noted for his professionalism, tact, persuasiveness, analytic skills, and realistic, while tough-minded, protection of DDO sources and methods. In addition to his FOI responsibilities, Mr. Randall was just designated the Privacy Act Coordinator for the DDO. It is still too early to predict the actual work requirements as a result of this Act, but it is anticipated that Mr. Randall will meet these added responsibilities in the same exceptional manner as he has fulfilled his FOI duties.

4. Consideration has been given to the granting of an Honor and Merit Award. However, it is felt that a Quality Step Increase will provide more appropriate recognition of Mr. Randall's outstanding performance during the past seven months in a very challenging and demanding assignment.

[redacted]  
Charles A. Briggs  
Chief, Services Staff

Attachments  
Bio Profile  
Fitness Reports  
LOI

EC IMPDET CL BY 011078

CONFIDENTIAL

604 14/10/75

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SUBJECT: Request for a Quality Step Increase for Mr. Frederick C. Randall, GS-14

APPROVAL RECOMMENDED:

[Redacted Signature Box]

DDO QSI and Honor and Merit Awards Panel

29 Oct 1975  
Date

APPROVED:

[Redacted Signature Box]

Director of Personnel

4 Nov 75  
Date

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5 May 1975

MEMORANDUM FOR: Frederick C. Randall  
SUBJECT: Letter of Instruction  
REFERENCE: [ ] dated 3 February 1975

1. The purpose of this Letter of Instruction is to fulfill my responsibility to provide you with a statement of your responsibilities as the Freedom of Information Officer for the Directorate of Operations, to assist you in focusing your efforts and activities, and to assist me in judging and evaluating your performance and potential.

2. Your primary responsibility is to fulfill the requirements of the Freedom of Information Act that pertain to the Directorate of Operations on behalf of the Deputy Director for Operations. To accomplish this, you will be the central point of contact for all FOI matters within the DDO. You will develop procedures designed to ensure that FOIA requests for information are fulfilled or legitimately denied, taking into account both the provisions of the FOIA and existing laws that require the Central Intelligence Agency to protect that information necessary to the continuation of its mission. You will suggest and promote courses of action which should be implemented to fulfill your responsibilities and carry out policies levied upon you by higher authority, including preparation of appropriate rationale and/or options for those cases requiring denial of release by me as the DDO official so authorized.

3. You will develop a staff of personnel to assist you in the performance to your mission, and provide effective guidance to them.


4. You will be directly responsible to me as the Chief, Services Staff and receive direction and support from me, serving as my Special Assistant. You are encouraged to take maximum initiatives on FOI matters with principal components of the DDO and concerned elements of CIA outside the DDO, keeping me generally informed of your activities.

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CL BY [ ]  
E2 IMPDET

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5. You will fulfill any further responsibilities or assignments that may be levied by higher authority.

  
Charles A. Briggs  
Chief, Services Staff

I have read and understand this  
Letter of Instruction:

*Frederick C. Randall* *7 May 1975*  
Frederick C. Randall      Date


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QSI RECOMMENDATION REVIEW

SUBJECT : FREDERICK C. RANDALL OFFICE: PPR/FR

GRADE : 1417 DATE OF GRADE: 06/04/67 POSITION GRADE: 15

LAST QSI: 07/04/65 REMARKS: \_\_\_\_\_

RECOMMEND APPROVAL   
(Signature of PPR/Officer)

DATE: 10/31/75

ADMINISTRATIVE INTERNAL USE ON.  
**TRAINING COMPLETED**

Request No. 046246

Date 29 JUL 1975  
Certification of Attendance

In order that my training record may be completed, I certify that I attended the following course but did not receive a completion document from the facility sponsoring the training.

EMPLOYEE: Frederick C. Randall

FACILITY: Civil Service Commission

COURSE TITLE: A Symposium on Freedom of Information and Privacy Legislation

DATES OF TRAINING: May 30, 1975

TRAINING REQUEST NUMBER: 046246

F. C. Randall                      11/1/75  
Signature                                      Date

NOTE: This form is to be used only when the facility attended does not issue official completion information.

SECRET  
(WHEN FILLED IN)

*Randall, Frederick*

QUALIFICATIONS SYSTEM RECORD CHANGE					
AFFILIANT CODING DATA					
1. ID	2. APPL. NO. 6-DIG. IS	3. NAME MUST CONTAIN 20-DIGITS			
< 2					
4. DATE OF BIRTH MO DA YR		5. DATE CODED MO DA YR		THE DATA ABOVE (ITEMS 2 THRU 5) WILL BE FILLED IN WHEN CODING AN APPLICANT FOR THE FIRST TIME. THIS FORM IS THEN ATTACHED TO FORM 1302, MASTER QUALIFICATIONS CODING RECORD.	

LANGUAGE CODING DATA - FORM 444c												
1. ID	2. EMPLOYEE NO.	3. NAME 3-LETTERS			4. LANGUAGE DATA CODE							
< 3					BASE CODE	R	W	P	S	U	T	YR
5. DATE SUBMITTED MO DA YR				6. DATE OF BIRTH MO DA YR		WHEN FORM 444c DENOTES NO LANGUAGE COMPETENCE, ENTER THE FOLLOWING IN ITEM 4: "NON-LANGUAGE" (12-DIGITS).						

LANGUAGE PROFICIENCY TEST DATA													
1. ID	2. EMPLOYEE NO.	3. NAME 3-LETTERS			4. CODE C-A-D	5. LANGUAGE DATA BEFORE TEST							
< 3	012170	RAN			C	BASE CODE	R	W	P	S	U	T	YR
						BL54	1	3	3	3	3	4	59
6. LANGUAGE DATA AFTER TEST					7. DATE OF TEST MO DA YR			DATA FOR ITEM 2 THRU 7 IS EXTRACTED FROM FORM 1273, LANGUAGE PROFICIENCY AND AGENCY DATA.					
BASE CODE					MO DA YR								
BL54					07 07 71								

QUALIFICATIONS RECORD CHANGE												
1. ID	2. EMP/APPL NO.	3. NAME 3-LETTERS			4. ENTER UNDER "TYPE" - A - ADDITION TO RECORD C - CHANGE TO EXISTING RECORD D - DELETION OF DATA FROM EXISTING RECORD							
< 4												
TYPE	CODE # 1					CODE # 2						
	BASE	1	2	3	YR	BASE	1	2	3	YR		

SECRET  
(When Filled In)

FLY

DOD QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not. Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I BIOGRAPHIC AND POSITION DATA

EMP. SER. NO.	NAME (Last-First-Middle)	DATE OF BIRTH
012170	Randall, Frederick C	

SECTION II EDUCATION

**HIGH SCHOOL**

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO
---------------------------	--------------------------------	--------------------------	--

**COLLEGE OR UNIVERSITY STUDY**

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM-TO	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/STR. HRS. (Specify)
	MAJOR	MINOR				
1.						
2.						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

**TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS**

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

**OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE**

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

SECTION III MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:			
2. NAME OF SPOUSE (Last)		(First) (Middle) (Suffix)	
3. DATE OF BIRTH	4. PLACE OF BIRTH (City, State, Country)		
5. OCCUPATION	6. PRESENT EMPLOYER		
7. CITIZENSHIP	8. FORMER CITIZENSHIPS (COUNTRIES)	9. DATE U.S. CITIZENSHIP ACQUIRED	

SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	DEPENDENT BY WHOM
<input type="checkbox"/> AND				
<input type="checkbox"/> CHILD				
<input type="checkbox"/> AND				
<input type="checkbox"/> CHILD				

FORM 444N  
2-68

SECRET

U.S. GOVERNMENT PRINTING OFFICE: 1968 O 311-100



SECRET

(When Filled In)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	EDUCATION ACQUIRED BY--CHECK (X)			
				RES. SOURCE	TRAVEL	STUDY	POST ASSIGNMENT
			FEB 24 - 9 08 AM '70				
			MALDEN				
SECTION VI TYPING AND STENOGRAPHIC SKILLS							
1. TYPING (RPM)		2. SHORTHAND (SPM)		3. INDICATE SHORTHAND SYSTEM USED--CHECK (X) APPROPRIATE ITEM			
				<input type="checkbox"/> SPEGG	<input type="checkbox"/> SPEEDWRITING	<input type="checkbox"/> STENOTYPE	<input type="checkbox"/> OTHER SPECIFY:
SECTION VII SPECIAL QUALIFICATIONS							
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.							
SECTION VIII MILITARY SERVICE							
CURRENT DRAFT STATUS							
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?				2. NEW CLASSIFICATION			
<input type="checkbox"/> YES <input type="checkbox"/> NO							
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS				4. IF DEFERRED, GIVE REASON			
MILITARY RESERVE, NATIONAL GUARD STATUS							
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG		<input type="checkbox"/> ARMY	<input type="checkbox"/> MARINE CORPS	<input type="checkbox"/> COAST GUARD	<input type="checkbox"/> NATIONAL GUARD		
		<input type="checkbox"/> NAVY	<input type="checkbox"/> AIR FORCE		<input type="checkbox"/> AIR NATIONAL GUARD		
1. CURRENT RANK, GRADE OR RATE		2. DATE OF APPOINTMENT IN CURRENT RANK		3. EXPIRATION DATE OF CURRENT OBLIGATION			
4. CHECK CURRENT RESERVE CATEGORY <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (Active) <input type="checkbox"/> STANDBY (Inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED							
5. MILITARY MOBILIZATION ASSIGNMENT				6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED			
MILITARY SCHOOLS COMPLETED (Extended Duty, Reserve Duty, or as Civilian)							
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		DATE COMPLETED			
SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS							
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)			DATE OF MEMBERSHIP		
					FROM TO		
SECTION X REFERENCES							
DATE				SIGNATURE OF EMPLOYEE			
17 February 1970				<i>William C. ...</i>			

SECRET

SECRET  
(When Filled In)

FILE  
PUNCHED  
BY

REPORT OF SERVICE ABROAD

TO: Office of Personnel, Transactions and Records Branch, Status Section

SERIAL NO. 1-6	NAME		
	LAST (Print)	FIRST 7-24	MIDDLE
012170	Randall, Frederick G.		

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR. REFER TO OFI NO. 99, REVISED.

PCS DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	COUNTRY	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
25-26	27-28	29-30	31-32	33-34	35-36	1 - PCS (Basic) 3 - CORRECTION 5 - CANCELLATION	37 38 39		40-42

TDY DATES OF SERVICE

ARRIVAL O/S			DEPARTURE O/S			TYPE OF DATA	O/P USE ONLY	AREA(S)	CODE
MONTH	DAY	YEAR	MONTH	DAY	YEAR				
03	31	70	04	30	70	2 - TDY (Basic) 4 - CORRECTION 6 - CANCELLATION	37 38 39	WH	811

OFFICE OF PERSONNEL USE ONLY - PUNCH AREA

SOURCE DOCUMENT AND CERTIFICATION

<input checked="" type="checkbox"/> TRAVEL VOUCHER	DISPATCH
<input type="checkbox"/> CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	

DOCUMENT IDENTIFICATION NO. WH 352-70, Amt. 1	DOCUMENT DATE/PERIOD 31 Mar 70 - 30 Apr 70
--	---

REMARKS

PREPARED BY	REPORT SANITIZED OR CONTROL AGREEMENT	ADDC DATA CERTIFIED CORRECT, BASED UPON SOURCE DOCUMENT CITED
<input checked="" type="checkbox"/> 1 - DIVISION, CTR.	DATE 8 May 70	SIGNATURE

THIS REPORT WILL BE FILED IN THE OFFICE OF PERSONNEL  
IN THE INDIVIDUAL'S OFFICIAL PERSONNEL FOLDER

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(When Filled In)

Complete in original. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. This form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last)		FIRST		SOCIAL SECURITY NUMBER	
Y. RANDALL		FREDERICK			
<b>1. RESIDENCE DATA</b>					
PLACE OF RESIDENCE WHEN INITIALLY EMPLOYED BY AGENCY			LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)		
Md.					
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE			HOME LEAVE RESIDENCE		
Va			Va		
<b>2. MARITAL STATUS (Check one)</b>					
<input type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED <input type="checkbox"/> WIDOWED <input type="checkbox"/> ANNULLED					
IF MARRIED, PLACE OF MARRIAGE				DATE OF MARRIAGE	
Nebraska				June 3, 1950	
IF DIVORCED, PLACE OF DIVORCE DECREE				DATE OF DECREE	
N.A.					
IF WIDOWED, PLACE SPOUSE DIED				DATE SPOUSE DIED	
N.A.					
IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)					
N.A.					
<b>3. MEMBERS OF FAMILY</b>					
NAME OF SPOUSE		ADDRESS (No Street City State Zip Code)		TELEPHONE NO.	
Randall		Va			
NAMES OF CHILDREN		ADDRESS		SEX	
Randall Randall Randall Randall		" "		M M F F	
NAME OF YOUR FATHER (Or adoptive guardian)		ADDRESS		TELEPHONE NO.	
Randall		D.C.			
NAME OF YOUR MOTHER (Or female guardian)		ADDRESS		TELEPHONE NO.	
Randall		D.C.			
WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY.					
Wife and two sons					
<b>4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY</b>					
NAME (Mr., Mrs., Miss)			RELATIONSHIP		
Mrs. Randall			Wife		
HOME ADDRESS (No Street City State Zip Code)			HOME TELEPHONE NUMBER		
Va 22101					
BUSINESS ADDRESS (No Street City State Zip Code) AND NAME OF EMPLOYER, IF APPLICABLE			BUSINESS TELEPHONE EXTENSION		
Va					
IS THIS INDIVIDUAL NAMED ABOVE HAVING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he belongs you work for.)					
YES <input checked="" type="checkbox"/>					
NO <input type="checkbox"/>					
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF IN THE EVENT YOU ARE INCAPABLE? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.)					
YES <input checked="" type="checkbox"/>					
NO <input type="checkbox"/>					
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 5.)					
YES <input checked="" type="checkbox"/>					
NO <input type="checkbox"/>					
The persons named in item 3 above may also be notified in case of emergency. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS PLEASE SO STATE IN ITEM 5 ON THE REVERSE SIDE OF THIS FORM.					
CONTINUED ON REVERSE SIDE					

**CURRENT RESIDENCE AND DEPENDENCY REPORT**

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(When Filled In)

3. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

United Va. Bank of Fairfax  
McLean Branch  
Frederick C [Redacted] Randall

ARE YOU A MEMBER OF THE NORTHWEST FEDERAL CREDIT UNION?  YES  NO

IF YES, DO YOU HAVE A JOINT ACCOUNT?  YES  NO

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT?  YES  NO. (If "Yes" where is document located?)

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?  
 YES  NO. (If "Yes" give name(s) and address)

HAVE YOU EXECUTED A POWER OF ATTORNEY?  YES  NO. (If "Yes", who possess the power of attorney?)

4. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

[Empty space for additional data]

SIGNED AT: [Empty] DATE: 25/10/70 SIGNATURE: Frederick C Randall

CONFIDENTIAL

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE			
DO NOT COMPLETE		FOR HEADQUARTERS USE ONLY	
NAME OF EMPLOYEE (use pseudo only if SA)	DATE (from item 5-B)	NAME OF SUPERVISOR (name)	DATE (from item 3-2)
Frederick Randall	23 Sept. 1968		23 Sept. 1968
DATE RECEIVED AT HEADQUARTERS:	DATE RECEIVED BY CAREER SERVICE:		
23 October 1968	15 Oct. 1968		
TO BE COMPLETED BY EMPLOYEE			
1. DATE OF BIRTH	2. SERVICE DESIGN	3. YOUR CURRENT POSITION, TITLE AND GRADE	4. STATION OR BASE
	D	Ops. Officer, GS-14	Washington, D.C.
5A. DATE OF PCS ARRIVAL IN FIELD	5B. REQUESTED DATE OF DEPARTURE	5C. EXPECTED DATE OF FIRST CHECK-IN AT HQ	5D. DESIRED DATE TO REPORT TO DUTY AFTER LEAVE
Sept. 1965	June 1969	June 1969	June 1969
7. NUMBER AND AGES OF DEPENDENTS WHO WILL TRAVEL WITH YOU:			
N.A.			
8. PERSONAL CIRCUMSTANCES THAT SHOULD BE CONSIDERED IN DETERMINING NEXT ASSIGNMENT:			
[redacted] not available overseas.			
9. LIST YOUR MAJOR DUTIES DURING CURRENT TOUR (see special rule on transmittal form). (also attach personal cover questionnaire in accordance with CSI-P 240.8)			
Case Officer handling mainly, but not exclusively, operations concerned with the Far East.			
10. TRAINING DESIRED: SPECIFY WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE DURING THE NEXT SEVERAL YEARS			
I would like to attend a War College. If assigned overseas I desire language training.			

**SECRET**

**11. PREFERENCE FOR NEXT ASSIGNMENT**

11A. DESCRIBE BRIEFLY THE TYPE OF WORK YOU WOULD PREFER FOR NEXT ASSIGNMENT IF DIFFERENT FROM THAT INDICATED IN ITEM NO. 9 ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICE.

After completing three years as a case officer in the [redacted] I feel that a change of assignment would be beneficial both to myself and WOFIRM. In past assignments I have served as a field case officer in several field stations and as a desk chief and staff officer at Headquarters. My personal/professional interests lie in the field of international relations in the Far East (I have taught international politics at the college level and currently am completing a Ph. D. degree as a part-time after-hour student). I would like to be assigned to a position in which I could utilize my past operational experience as well as my substantive interests. My first choice would be a tour with WOHORN, or if a position there is unavailable at this time, a similar position within WOMACE.

11B. INDICATE IF YOU DESIRE TO EXTEND YOUR CURRENT TOUR BY CHECKING IN APPROPRIATE BOX. ALSO INDICATE PREFERENCE FOR NEXT REGULAR ASSIGNMENT BY INSERTING 1, 2, & 3 (for 1st, 2nd, and 3rd choices) IN REMAINING BOXES. COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.

- EXTEND TOUR \_\_\_\_\_ MONTHS AT CURRENT STATION TO \_\_\_\_\_ (DATE)
- BE ASSIGNED TO HOORN FOR A TOUR OF DUTY; INDICATE YOUR CHOICE OF DIVISION, STAFF OR OFFICE.  
1ST CHOICE WOHORN 2ND CHOICE see above 3RD CHOICE \_\_\_\_\_
- BE ASSIGNED TO ANOTHER FIELD STATION; INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIALIZATION  
1ST CHOICE \_\_\_\_\_ 2ND CHOICE \_\_\_\_\_ 3RD CHOICE \_\_\_\_\_
- RETURN TO MY CURRENT STATION

**TO BE COMPLETED BY FIELD STATION**

12. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE AND HIS PREFERENCE FOR NEXT ASSIGNMENT, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

Subject is highly qualified for a senior staff job requiring analytical ability in the geographical area of the Far East. As noted above, Subject has expressed a desire to be assigned to a position of this type in WOHORN. In view of Subject's professional interest in the field of International Relations in the Far East, it is recommended he be assigned to WOHORN, or if a position there is not open at this time, a similar position within WOMACE.

**TO BE COMPLETED BY APPROPRIATE HEADQUARTERS OFFICE**

13. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF YOUR COMPONENT, INDICATE YOUR COMPONENT'S RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING.

I concur in the recommendation of the Base Chief stated in paragraph 12.

[redacted signature box]

DATE 30 Oct 68 BY C/NOH SIGNAL [redacted]

**FOR USE BY CAREER SERVICE**

14. APPROVED ASSIGNMENT:

DO/NO 1/20

15. EMPLOYEE NOTIFIED BY DISPATCH NO. \_\_\_\_\_ DATE \_\_\_\_\_

TABLE NO. \_\_\_\_\_

DATE: \_\_\_\_\_

FORMER HEADQUARTERS REPRESENTATIVE

DATE

**SECRET**

**ELECTION, DECLINATION, OR WAIVER  
OF LIFE INSURANCE COVERAGE**  
FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

**IMPORTANT  
AGENCY INSTRUCTIONS  
ON BACK OF ORIGINAL**

**TO COMPLETE THIS FORM—**

**1 FOLLOW THESE GENERAL INSTRUCTIONS:**

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

**2 FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):**

NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
RANDALL	Frederick	C		
EMPLOYING DEPARTMENT OR AGENCY			LOCATION (City, State, ZIP Code)	

**3 MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):**

Mark here if you **WANT BOTH optional and regular insurance**

**(A)**

**ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE**

I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

Mark here if you **DO NOT WANT OPTIONAL but do want regular insurance**

**(B)**

**DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE**

I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

Mark here if you **WANT NEITHER regular nor optional insurance**

**(C)**

**WAIVER OF LIFE INSURANCE COVERAGE**

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

**4 SIGN AND DATE. IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB," THEN RETURN THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.**

SIGNATURE (do not print)

*Frederick Randall*

DATE

11 March 1968

**FOR EMPLOYING OFFICE USE ONLY**

(attach receipt date stamp)

03.11.68 2 5177

See Form 1-7 for the States of New York and New Jersey

Insurance must be paid  
by the employee  
and the employer.

ORIGINAL COPY—Retain in Official Personnel Folder

11017

SECRET

TRAINING REPORT

Clandestine Services Review Course No. 49 (29 March - 7 April 1966)  
(64 hours, full-time)

Student: RANDALL, Frederick C. Office: DDP/DO  
Year of Birth:  Service Designation: D  
Grade: GS-13 No. of Students: 22  
EOD Date: Sept 1951

COURSE OBJECTIVES — CONTENT AND METHODS

This course aims to develop in the Clandestine Services officers and others recently returned from the field an up-to-date awareness of the role of CIA in the United States intelligence community, the relations of the DDI and DDSST areas with the CS, the support available from the offices of the DDS, and the current organization and functions of the Clandestine Services.

The course is presented by lectures given by CIA officials who are directly responsible for the missions, functions, programs, and services discussed. Each lecture is usually followed by a short question period. Approximately 10 per cent of the students' time is scheduled for reading pertinent up-to-date regulations and background summaries.

ACHIEVEMENT RECORD

This is a certificate of attendance only; no attempt was made to evaluate student achievement in the course.

FOR THE DIRECTOR OF TRAINING:

Chief Instructor

M. A. [Signature]  
Date

SECRET



**SECRET**  
(When Filled In)

**VERIFIED RECORD OF OVERSEAS SERVICE**

**TO:**  
Office of Personnel, Statistical Reporting Branch, ROOM 5 E 2506 Headquarters

EMPLOYEE SERIAL NO.	NAME OF EMPLOYEE			OFFICE/COMPONENT
	LAST	FIRST	MIDDLE	
1-8	(Print)	7-28		28-28
012170	RANDALL	FREDRICK		43

**INSTRUCTIONS**

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

**PCS DATES OF SERVICE**

TYPE OF DATA	ARRIVAL				DEPARTURE			COUNTRY	DMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
2 - CORRECTION									
3 - CANCELLATION	1				06	21	65		3/5

**TDY DATES OF SERVICE**

TYPE OF DATA	DEPARTURE				RETURN			AREA(S)	DMIT
	CODE	MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - TDY (Basic)	27	28-29	30-31	32-33	34-35	36-37	38-39		40-42
2 - CORRECTION									
3 - CANCELLATION									

**SOURCE OF RECORD DOCUMENT**

TRAVEL VOUCHER	DISPATCH
CABLE	DUTY STATUS OR TIME AND ATTENDANCE REPORT
OTHER (Specify)	
Transfer and Clearance Sheet (Form 495)	

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
Form 495	22 June 1965

REMARKS

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ABOVE DATA VERIFIED CORRECT BASED UPON SOURCE DOCUMENT CITED
C. B. HARRISON	DATE	
C. B. HARRISON	20 July 1966	

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 7 October 1963, and the information brochure for PCS returnees, dated May 1964.

*Frederick C. Randall*  
Signature

*2 August 1965*  
Date

FREDERICK C. RANDALL

CONFIDENTIAL  
(When Filled In)

**SECRET**

Executive Registry  
65-4007

DD.P 53494

[Redacted]

11 June 1965, Letter of Commendation

[Redacted]

18 JUL 1965

[Redacted]

Washington, D. C. 20330

TO: Central Intelligence Agency  
Headquarters Building  
2430 E Street  
Washington, D. C.

1. The attached correspondence regarding Mr. Frederick Randall is noted and forwarded with great pleasure.
2. The exemplary cooperation and professional support provided by Mr. Randall have contributed to the overall success of the [Redacted] and the national collection program.
3. This indorsement is UNCLASSIFIED when standing alone.

[Redacted]

1st Ind.

TO: Chief, FE Division

22 JUL 1965

The Director has noted these letters of commendation and has asked that his own appreciation for a fine performance be expressed to Mr. Randall.

[Redacted]

L. K. White  
Executive Director - Comptroller

**SECRET**

SECRET

11 JUN 1965

REPLY TO  
ATTN OF: [redacted]

SUBJECT: (U) Letter of Commendation

TO: [redacted]

Central Intelligence Agency  
(Director of)  
IN TURN

1. (S) I wish to commend and make a matter of record the outstanding support rendered to this organization by Mr. Frederick Randall, [redacted] from the period of July 1963 to date. Mr. Randall served as the focal point for [redacted] coordination of various collection operations in consonance with national and service directives. He was at all times most tactful and helpful, and all who came in contact with him left with the feeling that they had met a true professional.
2. (S) Mr. Randall contributed greatly to the overall morale and esprit de corps of those persons charged with the responsibility of planning for and initiating new operations to gather data of priority national [redacted] interest. He handled potentially embarrassing situations with humor, dignity and aplomb. He gave freely of himself and spent many hours in assisting us in coordinating various operations, discussing the strengths and weaknesses of proposed approaches to collecting information, and in serving as a most effective go-between this headquarters and various station chiefs in other areas when operations under way were multi-national in area. We liked, trusted, and respected him.
3. (S) Mr. Randall's outstanding effectiveness as a coordinator of intelligence collections was exemplary in nature and reflected great credit upon him and his parent organization.

[redacted] COPY 1 OF 6 COPIES

NUMSKR 103-65

SECRET

[redacted]

SECRET

[redacted] 11 June 1965, Letter of  
Commendation

[redacted]  
1 JUL 1965

[redacted]  
TO: [redacted]  
Central Intelligence Agency (Director of)  
IN TURN

1. It is a pleasure to forward this letter commending Mr. Frederick Randall. The knowledge and guidance he has imparted to the [redacted] [redacted] have greatly contributed to the overall efficiency and productivity of our intelligence collection operations.

2. This indorsement in itself does not contain classified information.

[redacted]

CONFIDENTIAL

12 JUL 1965

MEMORANDUM FOR: Mr. Frederick C. Randall

SUBJECT : Quality Step Increase

1. I was pleased to learn that you have been granted a Quality Step Increase. Such a recognition is proof of the high esteem in which you are held by your supervisors in the Clandestine Services.

2. Please accept my personal best wishes. I am confident that your future performance will be of a continuing high quality.

Baron F. Fitzgerald  
Deputy Director for Plans

Distribution:

Orig. - Addressee  
1 - C/PS  
2 - REP  
1 - Subj. File  
1 - CSFO/A  
1 - ONY

C/CSFO, [ ] /jlr/12 Jul '65

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CONFIDENTIAL

9 JUL 1955

**MEMORANDUM FOR:** Head, Clandestine Services Career Service

**SUBJECT :** Notification of Approval of Quality Step Increase -  
Frederick Randall

1. I am pleased to send to you the attached official notification of the approval of the Quality Step Increase which you recommended for this employee.

2. The salary increase accomplished by the award of a Quality Step Increase is important and tangible evidence of the esteem in which the employee so recognized is held. However, I believe the commendatory and incentive benefits of this award will be partially lost unless it is presented in an appropriate ceremony which will afford the individual recognition among co-workers and supervisory officials. Also, I believe such recognition serves to inspire other employees to aspire to earning such recognition.

3. May I ask, therefore, that you arrange to have this Quality Step Increase presented at an appropriate ceremony.

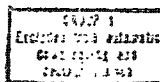
[Redacted Signature]

Director of Personnel

Distribution:

Orig. & 1 - C/FE Div w/atts  
1 - C/CSPD  
1 - C/POD/OP  
1 - D/Pers Chrono  
X - OPF - Randall

OP/POD [Redacted] dbw/6693 (8 Jul 65)



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UNCLASSIFIED

INTERNAL USE ONLY

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SECRET

ROUTING AND RECORD SHEET

CP-885

SUBJECT: (Optional)

Request for Quality Step Increase - Frederick C. Randall

FROM:

C/FE Division

EXTENSION

NO.

DATE

TO: (Officer designation, room number, and building)

DATE

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

RECEIVED

FORWARDED

1.

-DDP/OP

18 JUN 1965

2.

3.

C/POD

21 JUN 1965

23 June

RG

4.

DDP/OP  
36.29

24 JUN 1965

24 JUN 1965

GM

5.

3/Die/PERS

24 JUN 1965

AC

6.

C/POD

6/24/65

(K)

7.

13

8.

9.

10.

11.

12.

13.

14.

15.

3 to 4:  
Recommend you concur in this proposal. Upon his return to HQ, Mr. Randall will go to DO division to replace Mr. [redacted] who was wanted out for assignment to [redacted] In so, Randall will be one of two FE representatives.

QSI

SECRET

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INTERNAL USE ONLY

UNCLASSIFIED

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16 JUN 1965

MEMORANDUM FOR: Deputy Director for Plans  
ATTENTION: DDP/OP  
SUBJECT: Request for Quality Step Increase - Frederick C. Randall

1. On the basis of the information presented below, it is recommended that a quality step increase be approved for Frederick C. Randall.

2. Mr. Randall has been affiliated with this Agency since September 1951, and has been assigned to the Operational Support Staff [redacted] since 1961. Mr. Randall's duties are: [redacted] intelligence community; commanding officer of a principal Agency [redacted] supervisor of the Central Registry; supervisor of the local TSD establishment; and Agency participation in a multi-agency CI Repository and an Agency-run [redacted] Mr. Randall's primary duty at the [redacted] Station is Station RAMPART responsibilities. These responsibilities are broad and highly important to all RAMPART relations throughout the Far East. Through Mr. Randall's intensive effort to strengthen and increase the Agency's role in the coordination of clandestine-collection activities, he has been able to set a positive pattern of effective procedures for coordination of the [redacted] services' clandestine collection operations. These procedures are now being emulated wherever possible throughout the Far East. Mr. Randall's tenacity and patience, based on solid operational field and Headquarters experience, have worked to a distinct advantage for the Agency in the RAMPART field. The Chief of Station [redacted] has stated that the vast improvement in the local coordination business has been in large part due to Mr. Randall's exceptional ability to do a good job. Further, as a supervisor and a manager, he has quite successfully handled from [redacted] subordinates in the diversified functions listed above.

3. During Mr. Randall's total service at the [redacted] Station, he has demonstrated his ability and capability to carry out a variety of tasks in an exemplary manner. Mr. Randall has been in grade as a GS-13 since September 1958. He has been recommended three times for promotion to GS-14 since 1963. Due to the limited number of promotions made in this grade category, he was not selected. The Chief of Station and Chief, Far East Division request that Mr. Randall be granted a quality step increase for a long tenure of strong performance and as recognition of an outstanding job well done in his present assignment.

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4. As stated above, Mr. Randall has continued to perform in an exceptionally strong manner and is expected to continue for the remainder of his present and future assignments. We have considered the presentation of an Honor or Merit Award; but the Division feels that a quality step increase appears to be more appropriate in this particular case due to his extended period of time in grade without promotion. Mr. Randall is scheduled for reassignment in June 1965 and we feel the granting of a quality step increase at this time will indicate our appreciation and recognition of his excellent performance.

[Redacted Signature Box]

William E. Colby  
Chief, Far East Division

CONCUR:

[Redacted Concur Signature Box]

*24 June 65*

Date

APPROVE:

APPROVED  
[Redacted Signature Box]  
*6/27/65*

Deputy Director for Plans

Date

CONFIDENTIAL

[Redacted Stamp]

CONFIDENTIAL  
(When Filled In)

S/C ATT TO TM 309047

RESIDENCE AND DEPENDENCY REPORT

MAR 26 1965

INSTRUCTIONS: Submit in duplicate when ordered overseas or whenever designated place of residence, marital or dependency status changes. This information is important in determining travel expenses allowable in connection with leave at Government expense, overseas duty, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.

1. NAME OF EMPLOYEE (Last) (First) (Middle)  
RAIDALL Frederick C

2. RESIDENCE DATA  
PLACE OF RESIDENCE WHEN APPOINTED LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (if appointed abroad)  
PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE  
Virginia

3. MARITAL STATUS  
 SINGLE PLACE OF MARRIAGE DATE OF MARRIAGE  
 MARRIED  
 DIVORCED PLACE OF DIVORCE DECREE DATE OF DIVORCE DECREE  
 WIDOWED PLACE SPOUSE DIED DATE SPOUSE DIED

4. MEMBERS OF FAMILY  
NAME OF SPOUSE ADDRESS (Number) (Street) (City) (State) TELEPHONE  
NAMES OF CHILDREN ADDRESS (Number) (Street) (City) (State) SEX AGE  
NAME OF FATHER (or male guardian) ADDRESS (Number) (Street) (City) (State) TELEPHONE  
NAME OF MOTHER (or female guardian) ADDRESS (Number) (Street) (City) (State) TELEPHONE

5. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY  
NAME RELATIONSHIP  
ADDRESS (Number) (Street) (City) (State) TELEPHONE

THE PERSONS NAMED IN ITEM 4 ABOVE WILL ALSO BE NOTIFIED IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE, DUE TO HEALTH OR OTHER PERTINENT REASONS, PLEASE SO STATE UNDER "REMARKS."

VOLUNTARY ENTRIES

THE FOLLOWING AGENCY ENDORSED LIFE AND HOSPITALIZATION INSURANCE POLICIES ARE IN FORCE IN MY NAME: THE "POLICY NO." SHOULD BE ENTERED IF POSSIBLE, SINCE THIS INFORMATION WILL ASSIST IN EXPEDITING ACTION BY THE INSURANCE COMPANY SHOULD A CLAIM BECOME PAYABLE.

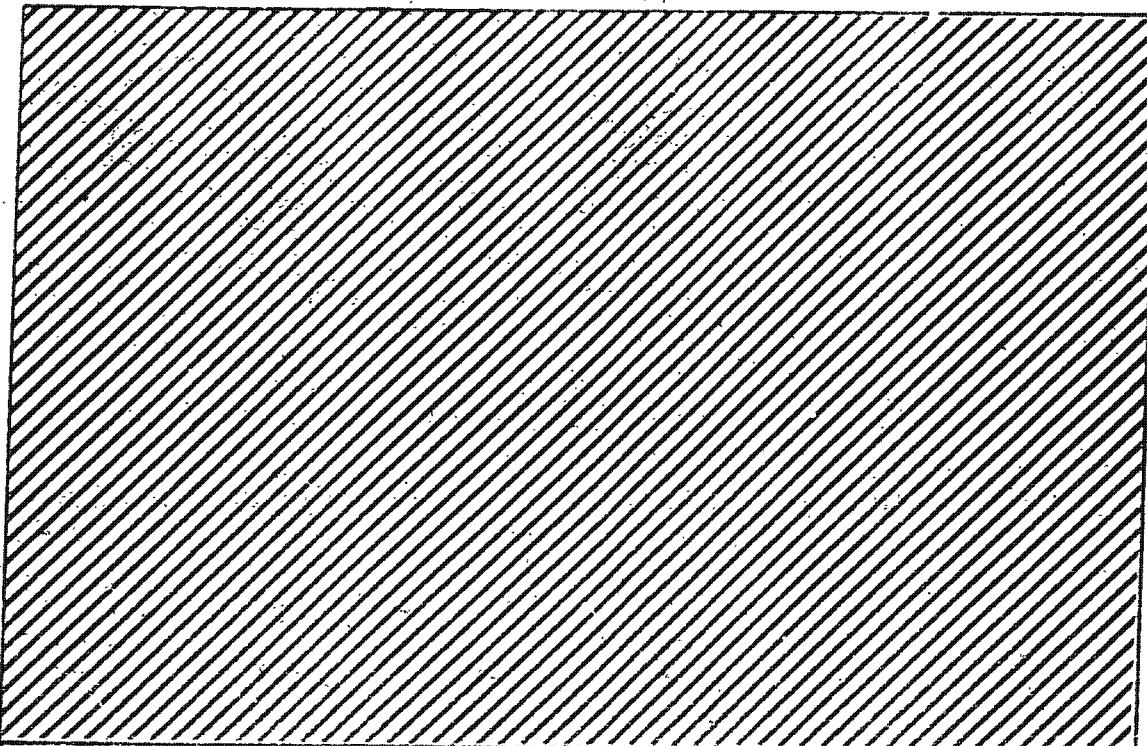
6. FULL NAME OF COMPANY ADDRESS OF HOME OFFICE POLICY NO.

7. I HAVE COMPLETED THE FOLLOWING: WILL  YES  NO POWER OF ATTORNEY  YES  NO

8. REMARKS:  
The purpose of this is to officially state that the State of Virginia has renumbered my legal address from [redacted] Virginia to the new address listed above.

SIGNED AT DATE March 25, 1965 SIGNATURE Frederick C. Raidall

SECRET  
(When Filled In)



NAME OF EMPLOYEE (Last-First-Middle)	NAME AND RELATIONSHIP OF OFFENDERS	CLAIM NUMBER
Randall, Frederick C.	daughter	65-813

There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent\*) for an illness, injury, or death incurred on 14 March 1965.

This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File.

DATE OF NOTICE 9 APR 1965	SIGNATURE	
------------------------------	-----------	--

NOTICE OF OFFICIAL DISABILITY CLAIM FILE

SECRET

FIELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY

DO NOT COMPLETE

DO NOT COMPLETE

AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW:

NAME OF EMPLOYEE (1700) Frederick Randall	DATE (from item 3-1) 20 Oct 64	NAME OF SUPERVISOR (2700) William V. Broe	DATE (from item 3-2) 30 Oct 64
NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:			DATE 27 Nov 64

TO BE COMPLETED BY EMPLOYEE

1. DATE OF BIRTH	2. GRADE GS-13	3. CURRENT POSITION TITLE AND GRADE Ops Off GS-13	76. DATE OF PCS ARRIVAL IN FIELD OR TOUR 17 Sep 1961
4. SERVICE DESIGNATION (if known) D	5. CURRENT STATION OR FIELD BASE		77. EXPECTED DATE OF DEPARTURE FROM FIELD Jul 65
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR None			78. EXPECTED DATE OF ARRIVAL AT HEADQUARTERS PCS Aug 65

8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form):

Chief of the Operational Support Section of the Station. This includes responsibility for a) [redacted] to carry out the provisions of [redacted] b) Chief of the main [redacted] unit, c) general supervision of the Central Registry consisting of [redacted] employees, d) general supervision of the Station name and [redacted] unit consisting of [redacted] employees, e) general supervision of the [redacted] officer, f) one regular operational contact and others on an ad hoc basis.

9. PREFERENCE FOR NEXT ASSIGNMENT:

A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 8, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

Be reassigned PCS to Headquarters. I am interested in an operational position, preferably in FE Division, which will allow for advancement.

9. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):

I would like to take an operational refresher course such as the Clandestine Services Review.

SECRET

9. PREFERENCE FOR NEXT ASSIGNMENT (continued)

C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW:

2 RETURN TO MY CURRENT STATION

1 BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY. WITH RESPECT TO POSSIBLE ASSIGNMENT IN HEADQUARTERS, INDICATE CHOICE OF COMPONENT:  
 1ST. CHOICE FE 2ND. CHOICE \_\_\_\_\_ 3RD. CHOICE \_\_\_\_\_

3 BE ASSIGNED TO ANOTHER FIELD STATION. WITH RESPECT TO POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION, INDICATE CHOICE OF GEOGRAPHIC AREA OR SPECIFIC STATION, BASED ON QUALIFICATIONS:  
 1ST. CHOICE \_\_\_\_\_ 2ND. CHOICE \_\_\_\_\_ 3RD. CHOICE \_\_\_\_\_

10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS? 40 days INDICATE NUMBER OF WORK DAYS 40

11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:  
 Wife age 38 Daughter age 8  
 Son age 13 Daughter age 6  
 Son age 12

11A. INDICATE ANY CHANGE IN YOUR PERSONAL OR FAMILY SITUATION WHICH SHOULD BE CONSIDERED IN DETERMINING YOUR NEXT ASSIGNMENT  
None

12. SIGNATURE: COMPLETE ITEM NO. 5-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM. TO BE COMPLETED BY SUPERVISOR AT FIELD STATION

13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING: [redacted] has shown definite supervisory capability. He has done an outstanding job in the time-consuming function of coordinating operations with [redacted] members of the Intelligence Community [redacted] Unfortunately, this function has been so time-consuming that it has not allowed us to assign him as much operational work as we desired. However, in his discussions with [redacted] he has often been called upon to give operational advice and guidance and in this regard his operational judgment has been excellent and respected by them.  
 Continued on attached sheet.

14. SIGNATURE: COMPLETE ITEM NO. 5-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM. TO BE COMPLETED BY APPROPRIATE CAREER SERVICE OFFICER OR PERSONNEL OFFICER AT HEADQUARTERS

15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE COMPONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING:  
 FE Division Requests that Mr. Randall be assigned to [redacted] Operations in Headquarters upon his return from [redacted]

16. NAME OF CAREER SERVICE OFFICER OR PERSONNEL OFFICER CFE/PERS  
 DATE 24 February 1965

FOR USE OF CAREER SERVICE

17. EMPLOYEE  HAS  HAS NOT BEEN NOTIFIED OF PLANNED REASSIGNMENT 18. REFERENCE DISPATCH NO. 1115-5122 19. NO. \_\_\_\_\_

19. TYPED OR PRINTED NAME \_\_\_\_\_ 20. SIGNATURE \_\_\_\_\_

21. TITLE \_\_\_\_\_ 22. DATE 21 Feb 65


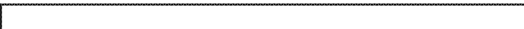
23. COMMENTS to FE [redacted] [redacted]

SECRET

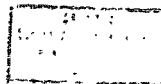
CONFIDENTIAL

FIELD REASSIGNMENT QUESTIONNAIRE

Section 13. Continuation.  
Frederick Randall

 has a  calling for special schooling facilities. It has reached a point that during the next two years they should be in the Washington area where these special facilities are available. I fully endorse his request in Section 9, above, and recommend he be placed in charge of an area desk.

CONFIDENTIAL



CONFIDENTIAL  
(When Filled In)

S/C ATT TO FJTT-12144

RESIDENCE AND DEPENDENCY REPORT			
<p><i>INSTRUCTIONS: Submit in duplicate when ordered overseas or whenever designated place of residence, marital or dependency status changes. This information is important in determining travel expenses allowable in connection with leave of Government expense, overseas duty, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.</i></p>			
1. NAME OF EMPLOYEE (Last)		(Middle)	
RANDALL		Frederick	
2. RESIDENCE DATA			
PLACE OF RESIDENCE WHEN APPOINTED		LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (if appointed abroad)	
Nebraska			
PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE			
Virginia			
3. MARITAL STATUS			
<input type="checkbox"/> SINGLE	PLACE OF MARRIAGE	DATE OF MARRIAGE	
<input checked="" type="checkbox"/> MARRIED	Nebraska	June 3, 1950	
<input type="checkbox"/> DIVORCED	PLACE OF DIVORCE DECREE	DATE OF DIVORCE DECREE	
<input type="checkbox"/> WIDOWED	PLACE SPOUSE DIED	DATE SPOUSE DIED	
4. MEMBERS OF FAMILY			
NAME OF SPOUSE		ADDRESS (Number) (Street) (City) (State) TELEPHONE	
Randall		Calif.	
NAMES OF CHILDREN		ADDRESS (Number) (Street) (City) (State) SEX AGE	
Randall		Calif. Male 13	
Randall		" " " " Female 11	
Randall		" " " " Female 7	
Randall		" " " " " 5	
NAME OF FATHER (or male guardian)		ADDRESS (Number) (Street) (City) (State) TELEPHONE	
Randall		Nebraska	
NAME OF MOTHER (or female guardian)		ADDRESS (Number) (Street) (City) (State) TELEPHONE	
Randall		" " " " "	
5. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY			
NAME		RELATIONSHIP	
Randall		Wife	
ADDRESS (Number) (Street) (City) (State)		TELEPHONE	
California			
THE PERSONS NAMED IN ITEM 4 ABOVE WILL ALSO BE NOTIFIED IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE, DUE TO HEALTH OR OTHER PHYSICIAN REASONS, PLEASE SO STATE UNDER "REMARKS."			
VOLUNTARY ENTRY			
THE FOLLOWING AGENCY ENDORSED LIFE AND HOSPITALIZATION INSURANCE POLICIES ARE IN FORCE IN MY NAME: THE "POLICY NO." SHOULD BE ENTERED IF POSSIBLE, SINCE THIS INFORMATION WILL ASSIST IN EXPEDITING ACTION BY THE INSURANCE COMPANY SHOULD A CLAIM BECOME PAYABLE.			
6. FULL NAME OF COMPANY		ADDRESS OF HOME OFFICE	
POLICY NO.			
7. I HAVE COMPLETED THE FOLLOWING: WILL <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO POWER OF ATTORNEY <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
8. REMARKS			
SIGNED AT		DATE	
		June 14, 1954	
SIGNATURE			

~~CONFIDENTIAL~~

ATT 2 TO FJTT-10179

FIELD REASSIGNMENT QUESTIONNAIRE			
DO NOT COMPLETE		FOR HEADQUARTERS USE ONLY	
AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW:			
NAME OF EMPLOYEE (true)	DATE (from item 6-2)	NAME OF SUPERVISOR (true)	DATE (from item 6-2)
Frederick Randall	13 Sept 1963		19 Sept 1963
NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW.			DATE
			1 Nov 1963
TO BE COMPLETED BY EMPLOYEE			
1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE	
	GS-13	Operations Officer	
4. SERVICE DESIGNATION (if known)		5. CURRENT STATION OR FIELD BASE	
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR			7. EXPECTED DATE OF DEPARTURE
None			August 1964
8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form):			
Chief of the Operational Support Section of the Station. This includes responsibilities for:			
a. liaison with [redacted] including the [redacted] function			
b. acting chief of the main [redacted] unit			
c. general supervision of the Central Registry consisting of [redacted] employees			
d. general supervision of the Station name and [redacted] unit consisting of [redacted] employees			
e. general supervision of [redacted] activities including one outside officer and one inside technician			
f. one operational contact on a regular basis			
9. PREFERENCE FOR NEXT ASSIGNMENT:			
A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 3, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.			
[redacted]			
I would like to extend at my present post until June 1965.			
B. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available).			
None			

~~CONFIDENTIAL~~



SECRET

D. PREFERENCE FOR NEXT ASSIGNMENT? (continued)

C. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW:

- RETURN TO MY CURRENT STATION
- BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY
- BE ASSIGNED TO ANOTHER FIELD STATION

WITH RESPECT TO A POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION, INDICATE YOUR 1ST, 2ND AND 3RD CHOICE FOR GEOGRAPHIC AREA OR SPECIFIC STATION:

1ST CHOICE: \_\_\_\_\_

2ND CHOICE: \_\_\_\_\_

3RD CHOICE: \_\_\_\_\_

10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS?

**NONE**

INDICATE NUMBER OF WORK DAYS \_\_\_\_\_

11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:

**Not applicable**

12. SIGNATURE: COMPLETE ITEM NO. 2-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.

TO BE COMPLETED BY SUPERVISOR AT FIELD STATION

13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:

Approval of Subject's requested one year extension is clearly in the interest of the Station and of KUBARK. His growth in this assignment has been mutually profitable and the added year of service here will stand all of us in good stead. No training during this period is recommended.

14. SIGNATURE: COMPLETE ITEM NO. 2-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.

TO BE COMPLETED BY APPROPRIATE SUPERVISOR AT HEADQUARTERS

15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE DIVISION TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING:

FE-CMC recommends Subject's tour be extended to June 1963 per his request.

16. NAME OF SUPERVISOR:

\_\_\_\_\_

SIGN

\_\_\_\_\_

TITLE:

CPE/PERS

DATE

6 December 1963

17. REMARKS (additional comment)

Additional to Remarks in previous report

\_\_\_\_\_

\_\_\_\_\_

SECRET

SECRET

Rec'd CSPD  
11/11/63

ELD REASSIGNMENT QUESTIONNAIRE

DO NOT COMPLETE FOR HEADQUARTERS USE ONLY

DO NOT COMPLETE

DO NOT COMPLETE

AUTHENTICATION OF SIGNATURES AND VERIFICATION OF ITEMS 1 THROUGH 7, BELOW:

NAME OF EMPLOYEE (Last)	DATE (from item 1)	NAME OF SUPERVISOR (Last)	DATE (from item 2)
Frederick Randall			
NAME AND SIGNATURE OF OFFICIAL AT HEADQUARTERS AUTHORIZED TO AUTHENTICATE SIGNATURES AND VERIFY DATA IN ITEMS NOS. 1 THROUGH 7, BELOW:			DATE

TO BE COMPLETED BY EMPLOYEE.

1. DATE OF BIRTH	2. GRADE	3. CURRENT POSITION TITLE
	GS-13	Operations Officer
4. SERVICE DESIGNATION (if known)	5. CURRENT STATION OR FIELD BASE	
6. OTHER DUTY STATIONS OR FIELD BASES DURING CURRENT TOUR	7. EXPECTED DATE OF DEPARTURE	
None	September 1963	

8. WRITE A DESCRIPTION OF YOUR MAJOR DUTIES DURING THE CURRENT TOUR OF DUTY (see special note on Transmittal Form):

Chief of the Operational Support Section of the Station. This includes responsibility for a) [redacted] including the [redacted] function; b) acting chief of the main [redacted] unit; c) general supervision of the Central Registry consisting of [redacted] employees; d) general supervision of the Station name and [redacted] unit consisting of [redacted] employees; e) general supervision of [redacted] activities including one outside officer and one inside technician; f) two operational contacts on a regular basis and others on an ad hoc basis.

9. PREFERENCE FOR NEXT ASSIGNMENT: extend for one year in present assignment

A. WRITE A BRIEF DESCRIPTION OF THE TYPE OF WORK YOU WOULD PREFER FOR YOUR NEXT ASSIGNMENT IF IT DIFFERS FROM THAT INDICATED IN ITEM NO. 9, ABOVE. IF YOU HAVE MORE THAN ONE PREFERENCE, INDICATE YOUR CHOICES.

I would like to extend for one year in my present assignment, until August 1964.

B. INDICATE WHAT TRAINING YOU BELIEVE YOU SHOULD HAVE IN ORDER TO INCREASE YOUR VALUE TO THE ORGANIZATION (refer to catalog of courses, if available):

None

SECRET

9. PREFERENCE FOR NEXT ASSIGNMENT (continued)

5. INDICATE YOUR PREFERENCE FOR NEXT ASSIGNMENT BY INSERTING NUMBERS 1, 2 AND 3 (for 1st, 2nd and 3rd choice) IN THE BOXES BELOW:

RETURN TO MY CURRENT STATION  BE ASSIGNED TO HEADQUARTERS FOR A TOUR OF DUTY  
 BE ASSIGNED TO ANOTHER FIELD STATION

WITH RESPECT TO A POSSIBLE REASSIGNMENT TO ANOTHER FIELD STATION, INDICATE YOUR 1ST, 2ND AND 3RD CHOICE FOR GEOGRAPHIC AREA OR SPECIFIC STATION: **see number 9**

1ST CHOICE: \_\_\_\_\_  
2ND CHOICE: \_\_\_\_\_  
3RD CHOICE: \_\_\_\_\_

10. HOW MUCH LEAVE DO YOU DESIRE BETWEEN ASSIGNMENTS? **see number 9**  
INDICATE NUMBER OF WORK DAYS \_\_\_\_\_

11. INDICATE THE NUMBER AND AGE OF DEPENDENTS WHO WILL BE TRAVELLING OR MOVING WITH YOU:  
**Wife-36; son-11; son-10; daughter-6; daughter-4.**

12. SIGNATURE: COMPLETE ITEM NO. 9-1, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.  
**TO BE COMPLETED BY SUPERVISOR AT FIELD STATION**

13. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE STATION, INDICATE YOUR RECOMMENDATION FOR HIS NEXT ASSIGNMENT AND TRAINING:  
**We are glad to have Subject extend for one year.**

14. SIGNATURE: COMPLETE ITEM NO. 9-2, TRANSMITTAL SHEET, TO INDICATE COMPLETION OF THIS PORTION OF THE FORM.  
**TO BE COMPLETED BY APPROPRIATE SUPERVISOR AT HEADQUARTERS**

15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMANCE OF THE EMPLOYEE, HIS EXPRESSED PREFERENCE FOR NEXT ASSIGNMENT, AND THE STAFFING REQUIREMENTS OF THE DIVISION TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR RECOMMENDATIONS FOR HIS NEXT ASSIGNMENT AND TRAINING:  
*Wm. ...*  
**Approved by** \_\_\_\_\_ **CS Personnel Management**  
**Comm. #12 26 Feb 63** \_\_\_\_\_ **5/20/63**  
\_\_\_\_\_ **7 March 1963**

16. NAME: \_\_\_\_\_ TITLE: **C.F.F.** SIGNATURE: \_\_\_\_\_ DATE: **9 JAN 1963**

17. REMARKS (additional comments):  
**One year extension until August 64 approved CMC 25 January 63.**  
\_\_\_\_\_ **25 Jan 63**

SECRET  
(When Filled In)

CS

VERIFIED RECORD OF OVERSEAS SERVICE

TO: Office of Personnel, Statistical Reporting Branch, ROOM 192 Curie Hall

EMPLOYEE SERIAL NO. 1-8	NAME OF EMPLOYEE			OFFICE/COMPONENT 29-36
	LAST (Print)	FIRST	MIDDLE	
12170	RANDALL,	FREDERICK		56

INSTRUCTIONS

USE APPROPRIATE SPACE BELOW TO REPORT DATA FOR EITHER PCS OR TDY. INSERT APPROPRIATE CODE NUMBER IN "CODE" COLUMN TO DESIGNATE WHETHER SUBMISSION IS OF BASIC DATA, CORRECTION, OR CANCELLATION (One only). REPORT DATES BY USING THE NUMBER FOR THE MONTH, AND LAST TWO DIGITS ONLY FOR YEAR.

PCS-DATES OF SERVICE

TYPE OF DATA	CODE	ARRIVAL			DEPARTURE			COUNTRY	GMT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - PCS (Basic)	27	28-29	30-31	59-59	34-35	36-37	38-39	60-62	
2 - CORRECTION	1	09	17	61				3/5	
3 - CANCELLATION									

TDY DATES OF SERVICE

TYPE OF DATA	CODE	DEPARTURE			RETURN			AREA(S)	GMT
		MONTH	DAY	YEAR	MONTH	DAY	YEAR		
1 - TDY (Basic)	27	28-29	30-31	22-59	34-35	36-37	38-39	60-62	
2 - CORRECTION									
3 - CANCELLATION									

SOURCE OF RECORD DOCUMENT

TRAVEL VOUCHER	<input checked="" type="checkbox"/>	DISPATCH	<input type="checkbox"/>
CABLE	<input type="checkbox"/>	DUTY STATUS	<input checked="" type="checkbox"/>
OTHER (Specify)			

DOCUMENT IDENTIFICATION NO.	DOCUMENT DATE/PERIOD
	9/17 - 9/30/61

REMARKS

Jan 12-29-61

PREPARED BY	REPORT ANNOTATED ON SOURCE DOCUMENT	ALL DATA VERIFIED CORRECT, BASED UPON SOURCE
FISCAL DIVISION	DATE	SIC
REFERENCE DIVISION	10/16/61	



TR

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(When Filled In)

Complete in duplicate. The data recorded on this form is essential in determining travel expenses allowable in connection with leave at government expense, overseas duty, return to residence upon separation, and for providing current residence and dependency information required in the event of an employee emergency. The original of this form will be filed in the employee's official personnel folder.

NAME OF EMPLOYEE (Last) *Randall* (First) *Fredrick C* SOCIAL SECURITY NUMBER *Unk.*

1. RESIDENCE DATA

PLACE OF RESIDENCE WHEN INITIALLY APPOINTED *Maryland* LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (If appointed abroad)  
PLACE IN CONTINENTAL U.S. DESIGNATED AS PERMANENT RESIDENCE *Va.* HOME LEAVE RESIDENCE *Nebraska*

2. MARITAL STATUS (Check one)

SINGLE  MARRIED  SEPARATED  DIVORCED  WIDOWED  ANNULLED  
IF MARRIED, PLACE OF MARRIAGE *Nebraska* DATE OF MARRIAGE *June 3, 1960*  
IF DIVORCED, PLACE OF DIVORCE DECREE DATE OF DECREE  
IF WIDOWED, PLACE SPOUSE DIED DATE SPOUSE DIED  
IF PREVIOUSLY MARRIED, INDICATE NAME(S) OF SPOUSE, REASON(S) FOR TERMINATION, AND DATE(S)

3. MEMBERS OF FAMILY

NAME OF CHILDREN *Randall* ADDRESS (No., Street, City, Zone, State) *Va* TELEPHONE NO. *EL 6-4598*  
*Randall* ADDRESS " " " " " " *M*  
*Randall* ADDRESS " " " " " " *F*  
*Randall* ADDRESS " " " " " " *F*  
NAME OF FATHER (or legal guardian) *Randall* ADDRESS *Nebraska* TELEPHONE NO. *Unk.*  
NAME OF MOTHER (or legal guardian) *Randall* ADDRESS *"* TELEPHONE NO. *Unk.*

WHAT MEMBER(S) OF YOUR FAMILY IF ANY, HAS BEEN TOLD OF YOUR AFFILIATION WITH THE ORGANIZATION IF CONTACT IS REQUIRED IN AN EMERGENCY. *Father, Mother*

4. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

NAME (Mr., Mrs., Miss) (Last, First, Middle) *Mr. Randall* RELATIONSHIP *Father*  
HOME ADDRESS (No., Street, City, Zone, State) *Nebraska* HOME TELEPHONE NUMBER *Unk.*  
BUSINESS ADDRESS (No., Street, City, Zone, State) AND NAME OF EMPLOYER, IF APPLICABLE *none (retired)* BUSINESS TELEPHONE & EXTENSION *none*

IS THE INDIVIDUAL NAMED ABOVE WRITING OF YOUR AGENCY AFFILIATION? (If "No" give name and address of organization he believes you work for.) YES  NO   
IS THIS INDIVIDUAL AUTHORIZED TO MAKE DECISIONS ON YOUR BEHALF? (If "No" give name and address of person, if any, who can make such decisions in case of emergency.) YES  NO   
DOES THIS INDIVIDUAL KNOW THAT HE HAS BEEN DESIGNATED AS YOUR EMERGENCY ADDRESSEE? (If answer is "No" explain why in item 6.) YES  NO

The persons named in item 3 above may also be notified in case of emergency. If such notification is not desirable because of health or other reasons, please so state in item 6 on the reverse side of this form.

CONTINUED ON REVERSE SIDE

CURRENT RESIDENCE AND DEPENDENCY REPORT

CONFIDENTIAL  
(When Filled In)

5. VOLUNTARY ENTRIES

Experience in the handling of employee emergencies has shown that the absence of certain personal data often delays and complicates the settlement of estate and financial matters. The information requested in this section may prove very useful to your family or attorney in the event of your disability or death and will be disclosed only when circumstances warrant.

INDICATE NAME AND ADDRESS OF ANY BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS AND THE NAMES IN WHICH THE ACCOUNTS ARE CARRIED.

Vienna Trust Company, McLean Branch  
McLean, VA  
Frederick C. and [redacted] Russell

HAVE YOU COMPLETED A LAST WILL AND TESTAMENT?  YES  NO. (If "Yes" where is document located?)

HAVE YOU PREPLANNED AN ARRANGED GUARDIANSHIP OF YOUR CHILDREN IN CASE OF COMMON DISASTER TO BOTH PARENTS?  YES  NO. (If "Yes" give name(s) and address)

HAVE YOU EXECUTED A POWER OF ATTORNEY?  YES  NO. (If "Yes", who possess the power of attorney?)

6. ADDITIONAL DATA AND/OR CONTINUATION OF PRECEDING ITEMS

[Empty space for additional data]

SIGNED AT: Washington, D.C. DATE: August 23, 1961 SIGNATURE: Frederick C. Russell

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(When Filled In)

TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT  
DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

1. In accordance with the policy of the Central Intelligence Agency, I agree to serve outside the continental United States a minimum tour of 24 months from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.

2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.

3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITNESS:

[Empty box for witness signature]

Frederick C. Randall  
(Employee)  
Frederick C. Randall  
Date: 23 Aug. 1961



Standard Form No. 2809  
CHAPTER I-11 P.M.  
5-22-61 (REV.)

**HEALTH BENEFITS REGISTRATION FORM** 3400  
FEDERAL EMPLOYERS HEALTH BENEFITS ACT OF 1959  
(Read the instructions on back of last page. Use only one name or different ones.)

LABORER UNION NO. 094432

**PART A**  
ALL WHO REGISTER MUST FILE IN THIS PART.

1. NAME (LAST) (FIRST) (MIDDLE INITIAL)  
**XX RANDALL Frederick G.**

2. DATE OF BIRTH (Use numbers)  
MONTH DAY YEAR

3. Are you now married?  
YES  NO

4. YOUR HOME ADDRESS (NUMBER AND STREET) (CITY AND ZONE NUMBER) (STATE)  
[Redacted] **Virginia**

5. SEX  
MALE  FEMALE

6. Are you covered by, or is any family member listed below covered by or enrolling in, a plan under the Federal Employees Health Benefits Act of 1959 (through the enrollment of another United States or District of Columbia Government employee or annuitant)?  
YES  NO

7. Place an "X" in proper box to show your annual basic salary range.  
UNDER \$4,000  \$4,000 TO \$5,999  \$6,000 TO \$9,999  \$10,000 OR OVER

**PART B**  
FILL IN THIS PART IF YOU WISH TO ENROLL IN A HEALTH BENEFITS PLAN.

1. I elect to enroll in a health benefits plan as shown below. I authorize deductions to be made from my salary, compensation, or annuity to cover my share of the cost of the enrollment. (Copy the information requested below from inside cover of brochure of the plan you select.)

NAME OF PLAN: **ASSOCIATION BENEFIT PLAN**  
OPTION (HIGH OR LOW): **HIGH**  
EMPLOYMENT CODE NUMBER: **6 2 2**

2. In space below list all eligible family members without exception. List your wife or husband first, then your unmarried children under age 19, including legally adopted children and illegitimate children who live with you in a regular parent-child relationship. Include also any unmarried child over 19 who became disabled before age 19 and who, because of the disability, is incapable of self-support. (Attach a doctor's certificate for a disabled child age 19 or over.)

NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)	NAMES OF FAMILY MEMBERS	DATE OF BIRTH (Month, Day, Year)
Wife or Husband: <b>Randall</b>	[Redacted]		
<b>Randall</b>			
<b>Randall</b>			
<b>Randall</b>			
<b>Randall</b>			

3. If you are a female (employee or annuitant)—does the family listed above include a husband who is incapable of self-support by reason of mental or physical disability which can be expected to continue for more than one year? (If answer is "Yes," attach a doctor's certificate.)  
YES  NO

**PART C**  
FILL IN THIS PART IF YOU WISH NOT TO ENROLL OR IF YOU WISH TO CANCEL YOUR ENROLLMENT.

1. I elect not to enroll in any plan under the Health Benefits Act.

2. I elect to cancel my present enrollment under the Health Benefits Act.

3. The reason for my election is (Place an "X" in proper box).  
(a) I am covered by a plan under the Health Benefits Act through the enrollment of my husband, wife, or parent.    
(b) I am covered by a health insurance plan which is not under the Health Benefits Act.    
(c) Any other reason.

**PART D**  
FILL IN THIS PART IF YOU WISH TO CHANGE YOUR ENROLLMENT.

1. Enrollment code number of present plan. [Redacted]

2. Number of event which permits change. (See table on back of application for proper number.) [Redacted]

3. Date of event which permits change.  
MONTH DAY YEAR

**PART E**  
ALL WHO REGISTER MUST FILE IN THIS PART

1. SIGNATURE OF APPLICANT (PRINT NAME)  
*Frederick G. Randall*

2. DATE DELIVERED TO EMPLOYING OFFICE  
**1-20-60**

3. EFFECTIVE DATE OF ELECTION  
**1-10-60**

4. PAYROLL OFFICE NO.  
**112170**

5. PAYROLL AGENCY (PRINT NAME AND DATE)

**PART F**  
TO BE COMPLETED BY AGENCY.

1. NAME AND ADDRESS OF EMPLOYING OFFICE

2. SIGNATURE OF AGENCY OFFICIAL (PRINT NAME)

**REMARKS**  
FOR USE ONLY BY AGENCIES AND AGENCY.

FF

49 24

FB/S

SECRET



CENTRAL INTELLIGENCE AGENCY  
WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

3 APR 1956

MEMORANDUM FOR: Frederick Randall

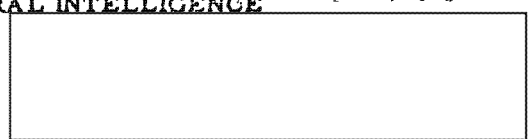
SUBJECT: Notification of Membership in the Career Staff

1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 10 September 1954.

2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.

3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE



Harrison G. Reynolds  
Chairman, CIA Selection Board

Noted:  
*Frederick P. Randall*

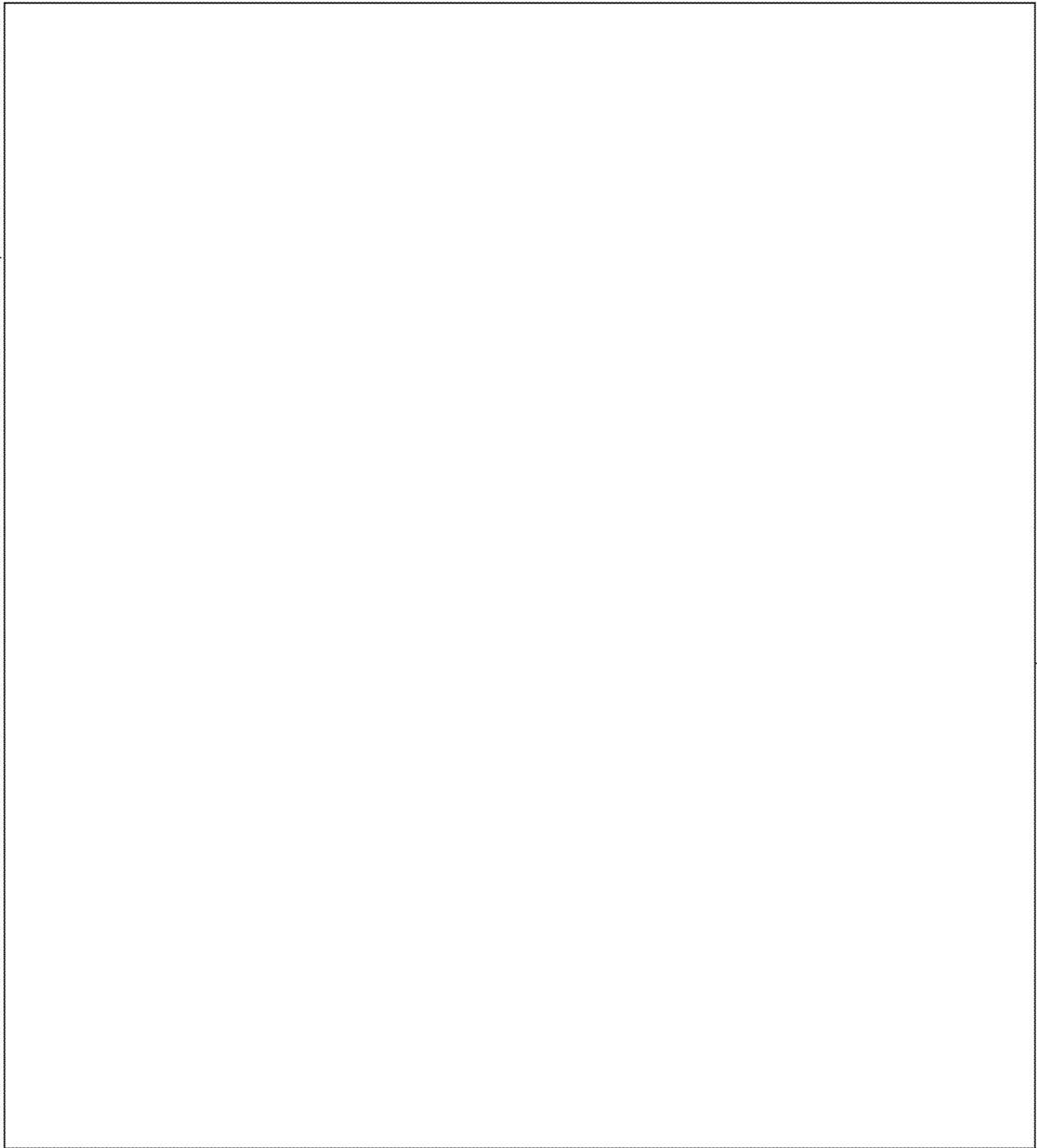
Date: *June 26, 1958*

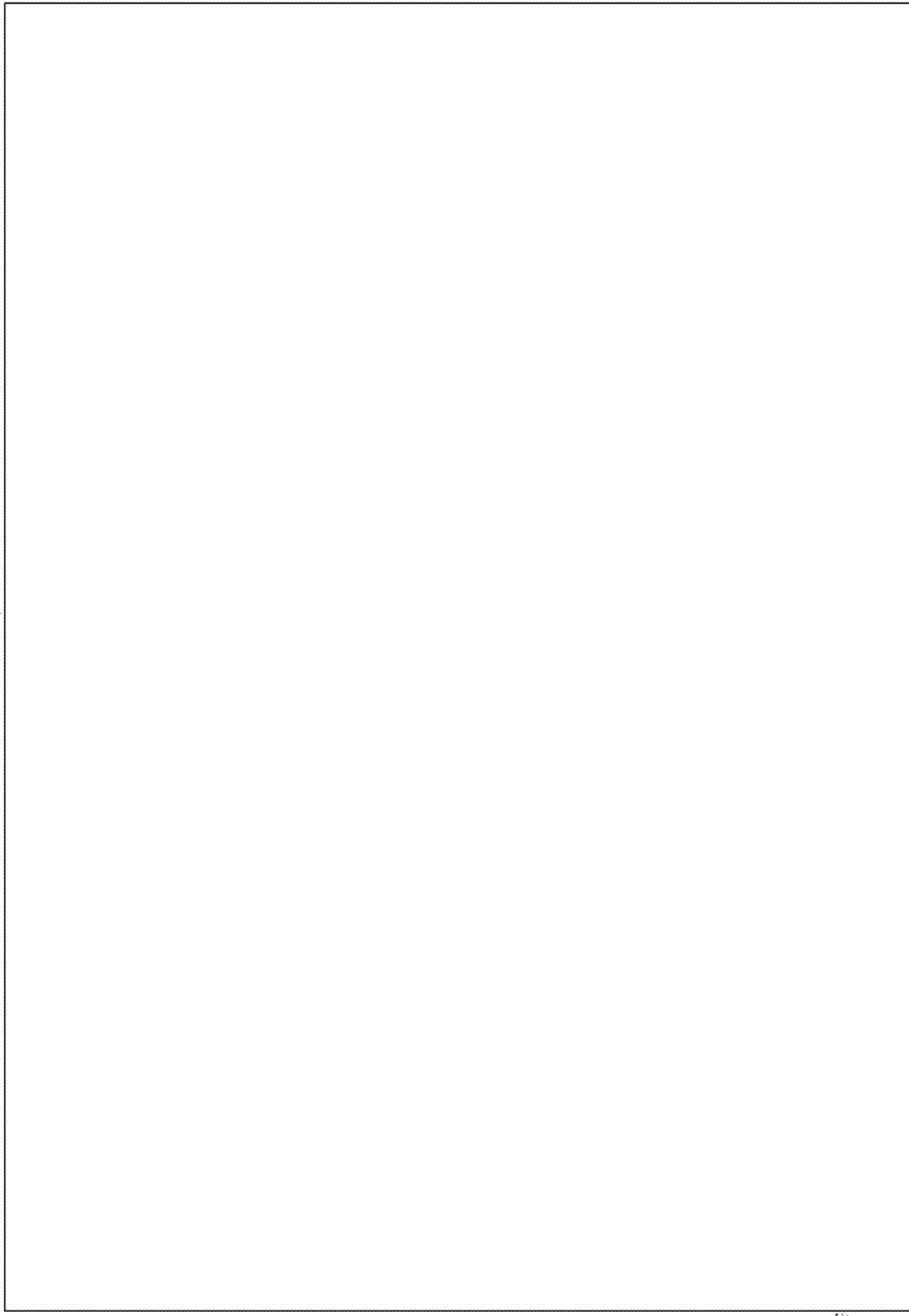
8 JUL 1958

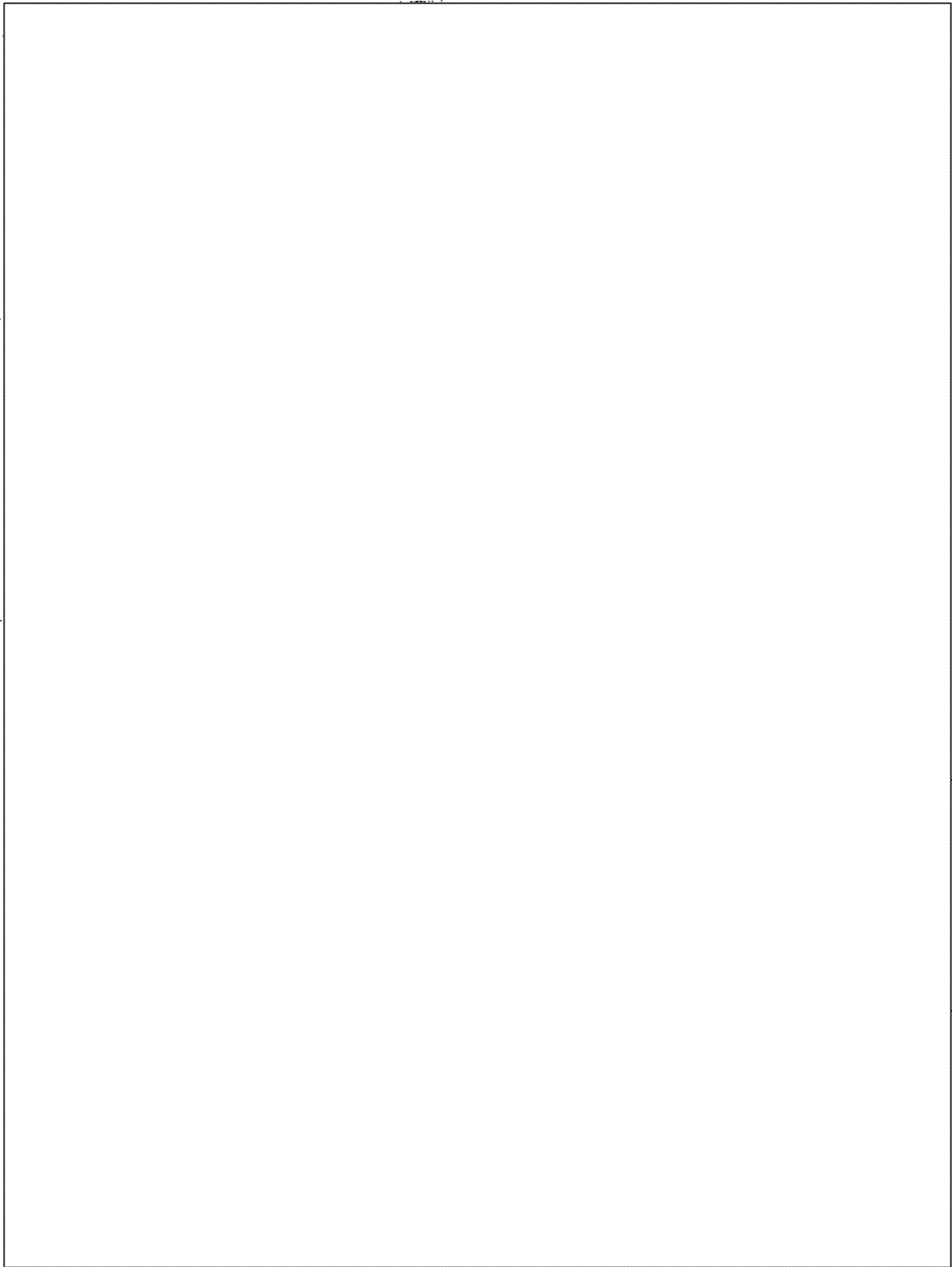
Selection Staff  
Office of Personnel

SECRET

SECRET







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CONFIDENTIAL  
(When Filled In)

RESIDENCE AND DEPENDENCY REPORT			
<p><b>INSTRUCTIONS:</b> Submit in duplicate when ordered overseas or whenever designated place of residence, marital or dependency status changes. This information is important in determining travel expenses allowable in connection with leave at Government expense, overseas duty, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.</p>			
1. NAME OF EMPLOYEE		(Last) <b>RANDALL</b> (First) <b>FREDERICK</b> (Middle) <b>C</b>	
2. RESIDENCE DATA			
PLACE OF RESIDENCE WHEN APPOINTED		LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (if appointed abroad)	
<b>MD.</b>			
PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE			
<b>Nebraska</b>			
3. MARITAL STATUS			
<input type="checkbox"/> SINGLE	PLACE OF MARRIAGE	DATE OF MARRIAGE	
<input checked="" type="checkbox"/> MARRIED	<b>Nebraska</b>	<b>3 June 1950</b>	
<input type="checkbox"/> DIVORCED	PLACE OF DIVORCE DECREE	DATE OF DIVORCE DECREE	
<input type="checkbox"/> DIVORCED			
<input type="checkbox"/> DIVORCED	PLACE SPOUSE DIED	DATE SPOUSE DIED	
<input type="checkbox"/> DIVORCED			
4. MEMBERS OF FAMILY			
NAME OF SPOUSE	ADDRESS (Number) (Street) (City) (State)		TELEPHONE
<b>Irene</b>	<b>Will accompany</b>		
NAME OF CHILDREN	ADDRESS (Number) (Street) (City) (State)	SEX	AGE
<b>Randall</b> <b>Randall</b>	<b>Will accompany</b>	<b>M</b> <b>M</b>	<b>2 1/2</b>
NAME (Guardian)	ADDRESS (Number) (Street) (City) (State)	TELEPHONE	
<b>Randall</b>	<b>Nebr.</b>		
NAME (Special Guardian)	ADDRESS (Number) (Street) (City) (State)	TELEPHONE	
<b>Randall</b>	<b>" " " "</b>		
5. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY			
NAME	RELATIONSHIP		
<b>Randall</b>	<b>Father</b>		
ADDRESS	(State)	TELEPHONE	
	<b>Nebraska</b>		
THE PERSONS NAMED IN ITEM 4 ABOVE WILL ALSO BE NOTIFIED IN CASE OF EMERGENCY. IF SUCH NOTIFICATION IS NOT DESIRABLE, DUE TO HEALTH OR OTHER PERTINENT REASONS, PLEASE SO STATE UNDER "REMARKS."			
VOLUNTARY ENTRIES			
THE FOLLOWING AGENCY ENJOINED LIFE AND HOSPITALIZATION INSURANCE POLICIES ARE IN FORCE IN MY NAME. THE "POLICY NO." SHOULD BE ENTERED IF POSSIBLE, SINCE THIS INFORMATION WILL ASSIST IN EXPEDITING ACTION BY THE INSURANCE COMPANY SHOULD A CLAIM BECOME PAYABLE.			
6. FULL NAME OF COMPANY	ADDRESS OF HOME OFFICE	POLICY NO.	
7. I HAVE COMPLETED THE FOLLOWING: BILL <input type="checkbox"/> PAY <input checked="" type="checkbox"/> NO. POWER OF ATTORNEY <input type="checkbox"/> YES <input checked="" type="checkbox"/>			
8. REMARKS			
SIGNED AT	DATE	SIGNED BY	
<b>Washington D.C.</b>	<b>26 May 1951</b>	<b>Fredrick C. Randall</b>	

SECRET

CAREER SERVICE QUESTIONNAIRE						
SECTION I (To be completed by employee)						
NAME (Last)	First	Middle	AGE	GRADE	NO. OF MOS. IN GRADE	CAREER DESIGNATION
Randall	Frederick	C	27	GS-11	7	FI
STAFF OR DIVISION	BRANCH		POSITION TITLE			
FS	5		I. O. (FI)		FI Desk Officer	
NO. OF MOS. IN PRESENT POSITION	NO. OF MOS. IN OSB	NO. OF MOS. IN CIG		NO. OF MOS. IN CIA		
1	0	0		34		
DATA ON ALL PERMANENT DUTY OVERSEAS OR IN U.S. FIELD (Include any YDY during last two years)						
APPROXIMATE DATES OF SERVICE		LOCATION			TDY	PCS
FROM	TO	COUNTRY	STATION			COMMENTS
None						
INDICATE WILLINGNESS TO SERVE TOUR OF DUTY OVERSEAS PCS						
A <input type="checkbox"/> YES		B <input checked="" type="checkbox"/> ONLY UNDER CERTAIN CONDITIONS			C <input type="checkbox"/> NO	
INDICATE ASSIGNMENT PREFERENCE IF PRECEDING ANSWER IS "A" OR "B"						
PREFERENCE	COUNTRY	STATION	TYPE OF POSITION			
1ST			FI and PP Operations Officer			
2ND			FI and PP Operations Officer			
3RD			FI and PP Operations Officer			
IF ANSWER ABOVE IS "B" STATE CONDITIONS IF ANSWER ABOVE IS "C" EXPLAIN YOUR REASONS						
Desire to take wife and children to any overseas post assigned. Desire to have adequate housing provided for family.						
INDICATE GEOGRAPHIC AREAS OVERSEAS IN WHICH YOU WILL NOT SERVE AND EXPLAIN REASONS						
Do not desire to take family into excessively unhealthy conditions.						
INDICATE RELATIONSHIP AND AGE OF EACH DEPENDENT TO BE MOVED OVERSEAS						
Wife--27						
Son--3						
Son--18 mos.						
INDICATE KNOWN MEDICAL RESTRICTIONS WHICH THE AGENCY HAS IMPOSED ON YOUR SERVICE						
None						

SECRET

INDICATE ANY UNUSUAL CIRCUMSTANCES CONCERNING DEPENDENTS (old age, chronic illness, need for special educational facilities, etc.) OR ANY UNUSUAL PERSONAL SITUATION WHICH WOULD AFFECT YOUR OVERSEAS ASSIGNMENT

If possible, desire have adequate schools for children when they reach school age.

DESCRIBE TYPES OF HEADQUARTERS AND U.S. FIELD POSITIONS FOR WHICH YOU WOULD LIKE TO BE CONSIDERED AND THE ORGANIZATIONAL COMPONENT IN WHICH YOU WOULD LIKE TO SERVE

Desire to remain in a DD/P Branch in headquarters as an operations officer doing both FI and PP work. Desire to continue FI and PP work in a fairly small DD/P field station.

REMARKS

Desire to have overseas assignment by mid-1955.

DATE

16 July 1954

SIGNATURE OF EMPLOYEE

*Frederick C. Randall*

SECTION II

(To be completed by employee's supervisor)

INDICATE APPROXIMATE TIME (MONTHS) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR OVERSEAS SERVICE

15 mos.

INDICATE APPROXIMATE TIME (MONTHS) WHEN EMPLOYEE CAN BE MADE AVAILABLE FOR ANOTHER HEADQUARTERS OR U.S. FIELD ASSIGNMENT

Not prior to completion of field tour.

COMMENTS ON AVAILABILITY AND EMPLOYEE'S PREFERENCE FOR NEXT ASSIGNMENT

Branch fully concurs in employee's preferences as listed above.

DATE

16 July 1954

SIGNATURE

PERSONNEL OFFICER WILL FORWARD ORIGINAL TO OFFICE OF PERSONNEL AND FIRST COPY TO APPLICANT'S CAREER SERVICE FILE

SECRET

DO NOT BE CONTINUED UNDER REWARDS



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RANDALL      FREDERICK      [ ]  
Name: Last,      First      Middle

**CODED**

FOR

**QUALIFICATIONS**

DATE 1 DEC 1952

**TO:** All C. I. A. Personnel  
**FROM:** Personnel Director  
**SUBJECT:** PERSONNEL QUALIFICATION QUESTIONNAIRE

1. The Agency is currently revising the system for machine coding employee qualifications, thereby permitting more complete and accurate data on all personnel. The new system will aid in implementing Agency policies on promotion from within by facilitating the selection of personnel with desired education and experience for vacancies which may occur. It is also expected that the new system will provide readily accessible statistics for planning and management purposes.

2. The attached questionnaire is designed to cover adequately those factors in which the Agency is interested. Although the information is, in a large measure, already reflected in previous forms submitted by you, it is felt that your time within the organization may enable you to emphasize those qualifications pertinent to its needs. The questionnaire also serves to bring your education and qualifications record up to date.

3. Your cooperation is requested in completing the questionnaire as thoroughly and accurately as possible and returning it to your Administrative Officer within the time allotted.

[ ]  
George E. Melson  
Personnel Director

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**PERSONNEL QUALIFICATION QUESTIONNAIRE**

1. Serial No. (no entry) <b>82194</b>	2. NAME: (last) (first) (middle) <b>RANDALL      FREDERICK      [ ]</b>	3. Office <b>FI/TR</b>
4. Date of Birth [ ]	5. Sex: <u>1</u> male (1) <u>      </u> female (2)	Martial Status <u>Mar.</u> Nr. Dependents <u>3</u>
6. CIA Entry Date: <b>10 September 1951</b>		
7. Citizenship: <u>X</u> U.S. <u>      </u> Other	8. Acquired By: (1) <u>X</u> Birth (2) <u>      </u> Marriage (3) <u>      </u> Naturalization (4) <u>      </u> Other (specify) Year U.S. citizenship acquired, if not by birth <u>      </u>	

**SEC. I. EDUCATION**

1. Extent: (circle one)

1. Less than high school	4. Two years college, or less	8. Masters degree
2. High school graduate	5. Over two years, no degree	9. Doctors degree
3. Trade, Business or Commercial school graduate	6. Bachelor degree	
	7. Post-graduate study (minimum 8 sem. hrs.)	

2. College or University Study:

Name and location of College or University	Major	Minor	Dates att'd		Yrs Compl		Degree Recd		Sem Hrs
			From	To	Day	Night	Title	Date	
Washington Un. St Louis, Mo.	Engy.		June 44	Dec 44	1				About 34
So. Dak. State Col. Brookings, Dak.	Engr.		Dec 44	Feb 45	1/2				About 14
Un. of Omaha Omaha, Nebraska	Govt.		Jan 47	Aug 48	2+		AB	Aug 48	About 80
George Washington Un. Washington, D. C.	For Affrs		Sept 50	Pres.	1		AM (To be recd June 1951)		51

3. Trade, Commercial, and Specialized Training:

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	

4. Military or Intelligence Training (full time duty as a student in specialized schools such as intelligence, communications, ordnance disposal, command & staff, etc.)

School	Attendance Dates			Study or Specialization
	From	To	Tot. mo's	

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SEC. II. WORK EXPERIENCE

1 CIA Experience: State the specific nature of duties performed with CIA and CIG, starting with your present position. Take position titles from your official personnel papers, if you have personal copies. Please do not request your Official Personnel Folder. Include geographic area and subject matter dealt with, if applicable. Position Title is your classification title such as Geographer, Intelligence Officer, etc. Duty Title indicates your organization position such as - Section Chief, Branch Chief, Administrative Assistant, etc. and is to be filled in only if different to the Position Title. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

From <u>10/9/51</u> To <u>Pres.</u> Tot. mos. <u>14</u>	Description of Duties: <u>Counter Espionage Officer for Branch of PR Division dealing with [redacted]</u>
Grade <u>GS-7</u> Salary <u>\$4206</u>	<u>At present Head of the CR Section which is charged with the responsibility for CR coverage of [redacted]</u>
Office <u>PR</u>	
Position	
Title: <u>Intelligence Officer (CR)</u>	
Duty	
Title: <u>Chief CR Sec., Br. 5, PR Div.</u>	<u>Duty Station, if overseas:</u>
From <u>    </u> To <u>    </u> Tot. mos. <u>    </u>	Description of Duties:
Grade <u>    </u> Salary <u>    </u>	
Office <u>    </u>	
Position	
Title:	
Duty	
Title:	<u>Duty Station, if overseas:</u>
From <u>    </u> To <u>    </u> Tot. mos. <u>    </u>	Description of Duties:
Grade <u>    </u> Salary <u>    </u>	
Office <u>    </u>	
Position	
Title:	
Duty	
Title:	<u>Duty Station, if overseas:</u>
From <u>    </u> To <u>    </u> Tot. mos. <u>    </u>	Description of Duties:
Grade <u>    </u> Salary <u>    </u>	
Office <u>    </u>	
Position	
Title:	
Duty	
Title:	<u>Duty Station, if overseas:</u>

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**SEC. II. WORK EXPERIENCE (CONT'D.)**

2. Other than CIA: (Describe work experience for the last 15 years in sufficient detail to permit specific coding of your qualifications. Include military work experience. List last position first.)

From <u>Aug. 48</u> To <u>Aug. 50</u> Tot. mo's <u>24</u> Classification Grade (if in Federal Service) _____ Salary <u>\$3600.4</u> Exp. _____ Number and Class of Employees Supervised: <u>None</u> Employer <u>C. A. Swanson &amp; Sons</u> Kind of Business or organization (i.e., paper products mfr, public utility) <u>Food Processor</u>	Exact Title of your position <u>Manufacturers Representative</u> Description of Duties: <u>Acted as travelling representative of Swansons. Contacted other food processors, U. S. Govt. agencies, and commercial outlets. Represented company at conventions, trade fairs, etc.</u> Duty Station if overseas: _____
From <u>Dec. 45</u> To <u>Nov. 46</u> Tot. mo's <u>11</u> Classification Grade (if in Federal Service) <u>Pfc.</u> Salary <u>U. S. Air Force</u> Number and Class of Employees Supervised: <u>About 3 or 4</u> Employer <u>U. S. Air Force</u> Kind of Business or organization (i.e., paper products mfr, public utility) _____	Exact Title of your position <u>Message Center Chief MSG 667</u> Description of Duties: <u>Acted as chief of message center for Communications Section of Headquarters, Far Eastern Air Force (later called Pacific Air Service Command) at Manila, Philippine Islands. Supervised the handling and preparation of all types of communications.</u> Duty Station if overseas: _____
From _____ To _____ Tot. mo's _____ Classification Grade (if in Federal Service) _____ Salary _____ Number and Class of Employees Supervised: _____ Employer _____ Kind of Business or organization (i.e., paper products mfr, public utility) _____	Exact Title of your position _____ Description of Duties: _____ Duty Station if overseas: _____
From _____ To _____ Tot. mo's _____ Classification Grade (if in Federal Service) _____ Salary _____ Number and Class of Employees Supervised: _____ Employer _____ Kind of Business or organization (i.e., paper products mfr, public utility) _____	Exact Title of your position _____ Description of Duties: _____ Duty Station if overseas: _____
From _____ To _____ Tot. mo's _____ Classification Grade (if in Federal Service) _____ Salary _____ Number and Class of Employees Supervised: _____ Employer _____ Kind of Business or organization (i.e., paper products mfr, public utility) _____	Exact Title of your position _____ Description of Duties: _____ Duty Station if overseas: _____

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**SEC. II. WORK EXPERIENCE (CONT'D)**

3. Special Work Experience: Check any of the following organizations by which you may have been employed.

- |  |  |
|--|--|
| 01 <input type="checkbox"/> U. S. Secret Service         | 24 <input type="checkbox"/> Air Force A-2                |
| 02 <input type="checkbox"/> Civil Police                 | 25 <input type="checkbox"/> Foreign Economic Admin.      |
| 03 <input type="checkbox"/> Military Police              | 26 <input type="checkbox"/> Counter Intelligence Corps   |
| 04 <input type="checkbox"/> U. S. Border Patrol          | 27 <input type="checkbox"/> Immigration & Naturalization |
| 05 <input type="checkbox"/> U. S. Narcotics Squad        | 28 <input type="checkbox"/> Strategic Services Unit      |
| 06 <input type="checkbox"/> FBI                          | 29 <input type="checkbox"/> Foreign Service, State Dept. |
| 07 <input type="checkbox"/> Criminal Investigation Div.  | 30 <input type="checkbox"/> Central Intelligence Group   |
| 21 <input type="checkbox"/> Office of Naval Intelligence | 31 <input type="checkbox"/> Armed Forces Security Agency |
| 22 <input type="checkbox"/> Office of War Information    | 32 <input type="checkbox"/> Coordinator of Information   |
| 23 <input type="checkbox"/> Army G-2                     | 33 <input type="checkbox"/> Office of Facts & Figures    |
| 20 <input type="checkbox"/> Office of Strategic Services | 34 <input type="checkbox"/> Board of Economic Warfare    |
|  | 35 <input type="checkbox"/> Federal Communications Comm. |

**SEC. III. FOREIGN LANGUAGES**

List below the foreign languages in which you have some competence. Be sure to include uncommon modern languages. Check (X) your competence and how acquired.

LANGUAGE	COMPETENCE					HOW ACQUIRED				
	Equivalent to Native Fluency *	Fluent but obviously Foreign *	Adequate for Research **	Adequate for Travel	Limited Knowledge	Native of Country	Prolonged Residence	Contact (Parents, etc.)	Academic	Study (Inc. CIA training)
Spanish					X					X

\* If you have checked 'Fluent' for a language that has significant difference in spoken and written form (e.g., Arabic), explain your competence herein \_\_\_\_\_

\*\* Specialized Language Competence: Describe ability to do specialized language work involving vocabularies and terminology in the scientific, engineering, telecommunications, and military fields. List the language with the type of speciality. \_\_\_\_\_

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**SEC. IV. AREA KNOWLEDGE**

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of Residence, Study Etc.	Manner in Which Knowledge Was Acquired (check (X) one)		
		Residence	Travel	Study
Philippines	1946			
	1951-1952			X
	1951-1952			X

2. Specialized Knowledge of Area

List specialized knowledge of foreign country such as knowledge of terrain, coasts and harbors, utilities, railroads, industries, political parties, etc., gained as a result of study or work assignment. Include name of employer or organization.

Country	Type of Knowledge	How and When Gained
	Political History	1951-1952 research & study on [redacted]

**SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)**

Skill	Per Cent of Time Used		WPM (Approximate Proficiency)	Prefer Assignment Using Skill Oftener	
	1.	2.		1. Yes	2. (No)
Typing	1. 75	2.	35	1. Yes	2. (No)
Shorthand	1.	2.		1. Yes	2. No

Shorthand System: 1. Manual 2. Machine 3. Speedwriting.

**SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS**

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc.	2. Hobbies: List any hobbies such as sailing, skiing, writing, or other special qualifications. Music (collection of recordings and study of subject)

**SEC. VII. PROFESSIONAL AND ACADEMIC HONORS**

List any professional or academic associations or honorary societies in which you hold membership.

**SEC. VIII. PUBLICATIONS**

List below the type of writing (non-fiction: professional or scientific articles, general interest subjects, current events, etc; fiction: novels, short stories, etc.) of any published materials of which you were author or co-author.


**SEC. IX. INVENTIONS**

Describe any devices you have invented as to type of work for which intended and whether patented.

Device	Patented	
	(1) Yes	(2) No
	(1) Yes	(2) No
	(1) Yes	(2) No

**SEC. X. CIA TESTS**

Describe below the type of tests which you have taken in CIA:

Type of Test	Date Taken

**SEC. XI. PHYSICAL HANDICAPS**

List any physical handicaps you may have.


**SEC. XII. OVERSEAS ASSIGNMENT**

Are you willing to accept periodic tour of duty overseas?

(1) 2 year Tour x (2) 4 year Tour    (3) Not interested   

**SEC. XIII. WORK ASSIGNMENT**

In view of your total experience and education, for what assignment in CIA do you think you are best qualified?

Feel qualified in present status which allows for normal growth and advancement. After completion of field assignment will reassess status. Do not desire to continue specialization in CE work, but desire to gradually work into straight covert operations work both in the field and at Washington headquarters.

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SEC. XIV. MILITARY STATUS

1. Present Draft Status  
Have you registered under the Selective Service Act of 1948?  Yes  No.  
If yes, indicate your present draft classification IV A

2. Present Reserve or National Guard Status  
Do you now have Reserve or National Guard Status  Yes  No.  
If yes, complete the following.

- National Guard
- Air National Guard
- Active Reserve Status (member of organized unit)
- Inactive Reserve Status

Service \_\_\_\_\_ Grade \_\_\_\_\_ Location \_\_\_\_\_

Reserve Unit with which currently affiliated \_\_\_\_\_

Service Mobilization Assignment, if any \_\_\_\_\_

Location of Service Records, if known \_\_\_\_\_

SEC. XV. CIA TRAINING

List the training courses or subjects you have taken while in the CIA.

Course or Subject	(from) Dates (to)	Hours
	October 1951	
	November-December 1951	
	Jan-Feb 52	
	May 52	
	Dec 1951	

SEC. XVI. REMARKS

Use this space to indicate any other qualifications you may have which you do not describe above.


DATE 14 November 1952

SIGNATURE Frederick C. Randall



RANDALL, Frederick C.

UV

✓

PLEASE READ INSTRUCTION SHEET BEFORE PREPARING THIS FORM

<b>STATEMENT OF FEDERAL CIVILIAN AND MILITARY SERVICE</b>						OFFICE <b>OSO</b>	DIVISION <b>FD2</b>			
						BRANCH <b>III</b>	SECTION			
I FEDERAL CIVILIAN SERVICE (BEGIN WITH THIS AGENCY AND FOLLOW IN REVERSE CHRONOLOGICAL ORDER)										
AGENCY	LOCATION	FROM			TO			TOTAL SERVICE		
		DA.	MO.	YR.	DA.	MO.	YR.	DA.	MO.	YR.
CIA	Wash. D. C.	✓ 10	9	1951	31	12	51	2	0	
<div style="position: absolute; top: 10px; left: 10px; font-size: small;">           51-01-10            51-08-13            51-08-21            51-12-27-49            51-12-27-50            51-12-27-51            51-12-27-52         </div>										
Total Civilian Service								2	3	0
II MILITARY SERVICE (INCLUDE ONLY PERIODS OF ACTIVE DUTY; DO NOT INCLUDE TERMINAL LEAVE)										
BRANCH OF SERVICE	FROM			TO			TOTAL SERVICE			
	DA.	MO.	YR.	DA.	MO.	YR.	DA.	MO.	YR.	
Army Air Corps	16	Mar.	1945	28	Nov.	1946	13	8	1	
<div style="position: absolute; top: 10px; left: 10px; font-size: small;">           46-11-24            46-03-15            46-1-8         </div>										
Total Military Service								1	3	1
III CERTIFICATION										
I hereby certify that the above Civilian and Military service is complete and accurate to the best of my knowledge.										
<u>12 December 1951</u> <small>DATE</small>					<u>Frederick C. Randall</u> <small>SIGNATURE OF EMPLOYEE</small>					
IV REMARKS: (CONCERNING ABOVE SERVICE)					V FOR PERSONNEL OFFICE USE ONLY					
					TOTAL CREDITABLE SERVICE					
					DAYS	MONTHS	YEARS			
					5	0	2			
MAY BE REPRODUCED ON NON-DETACHABLE REVERSE SIDE					COPY 4					

**RESIDENCE AND DEPENDENCY REPORT** *Sept. A, 1951*

**INSTRUCTIONS:** Submit in triplicate when ordered overseas and whenever designated place of residence or marital or dependency status changes. **IMPORTANT** in determining travel expenses allowable in connection with leave at Government expense, return to residence upon separation, and in determining transportation expenses allowable in connection with shipment of remains of employee or member of family.

NAME OF EMPLOYEE *Fredrick C. Randall*

**RESIDENCE DATA**

PLACE OF RESIDENCE WHEN APPOINTED TO SERVICE *ND* LAST PLACE OF RESIDENCE IN CONTINENTAL U.S. (IF APPOINTED ABROAD) *ND*

PLACE IN CONTINENTAL U.S. DESIGNATED PERMANENT OR LEGAL RESIDENCE *Nebraska*

**MARITAL STATUS**

<input type="checkbox"/> SINGLE	PLACE OF MAR	<i>Nebraska</i>	DATE OF MARRIAGE	<i>June 3, 1950</i>
<input checked="" type="checkbox"/> MARRIED	PLACE OF DIVORCE DECREE		DATE OF DIVORCE DECREE	
<input type="checkbox"/> DIVORCED	PLACE SPOUSE DIED		DATE SPOUSE DIED	
<input type="checkbox"/> WIDOWED				

**MEMBERS OF FAMILY (DEPENDENTS ONLY)**

IDENTIFICATION OF MEMBERS OF IMMEDIATE FAMILY	RELATIONSHIP	DATE OF BIRTH
<i>Mrs. Randall</i>	<i>Wife</i>	
<i>Randall</i>	<i>Son</i>	

*Sept 11, 1951*

DATE

*Fredrick C. Randall*

SIGNATURE

## APPOINTMENT AFFIDAVITS

**IMPORTANT.**—Before swearing to these appointment affidavits, you should read and understand the attached information for appointees

Central Intelligence Agency

(Department or agency)

(Branch or division)

(Place of employment)

I, Frederick C. [ ] Randall do solemnly swear (or affirm) that—

### A. OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; that I will well and faithfully discharge the duties of the office on which I am about to enter, **SO HELP ME GOD.**

### B. AFFIDAVIT AS TO SUBVERSIVE ACTIVITY AND AFFILIATION

I am not a Communist or Fascist. I do not advocate nor am I a member of any organization that advocates the overthrow of the Government of the United States by force or violence or other unconstitutional means or seeking by force or violence to deny other persons their rights under the Constitution of the United States. I do further swear (or affirm) I will not so advocate, nor will I become a member of such organization during the period that I am an employee of the Federal Government.

### C. AFFIDAVIT AS TO STRIKING AGAINST THE FEDERAL GOVERNMENT

I am not engaged in any strike against the Government of the United States and that I will not so engage while an employee of the Government of the United States; that I am not a member of an organization of Government employees that asserts the right to strike against the Government of the United States, and that I will not, while a Government employee, become a member of such an organization.

### D. AFFIDAVIT AS TO PURCHASE AND SALE OF OFFICE

I have not paid, or offered or promised to pay, any money or other thing of value to any person, firm or corporation for the use of influence to procure my appointment.

### E. AFFIDAVIT AS TO DECLARATION OF APPOINTEE

The answers given in the Declaration of Appointee on the reverse of this form are true and correct.

September 10, 1951  
(Date of entrance to duty)

Frederick C. Randall  
(Signature of appointee)

Subscribed and sworn before me this 10 day of September, A. D. 1951.

at Washington, D. C.  
(City)

[SEAL]

(Title)

**NOTE.**—If the oath is taken before a Notary Public the date of expiration of his commission should be shown.

## DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be prosecuted accordingly.

1. PRESENT RESIDENCE		Md.	
2. (A) DATE OF BIRTH	(B) PLACE OF BIRTH	Nebraska	
3. (A) IN CASE OF EMERGENCY PLEASE NOTIFY	(B) RELATIONSHIP	(C) STREET AND NUMBER, CITY AND STATE	(D) TELEPHONE NO.
Mrs. Randall	wife		JO-9826
4. DOES THE UNITED STATES GOVERNMENT EMPLOYER OR A CIVILIAN CAPACITY, ANY RELATIVE OF THE APPOINTEE, WITH WHOM YOU LIVE OR HAVE LIVED SINCE THE PAST 12 MONTHS? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO			
If so, for each such relative fill in the blanks below. If additional space is necessary, complete under Item 10.			
NAME	POST OFFICE ADDRESS (Give street number, if any)	(1) POSITION (2) TEMPORARY OR NOT (3) DEPARTMENT OR AGENCY IN WHICH EMPLOYED	RELATIONSHIP
Mr. Randall		PERSONAL WORK T. G. P. S.	Wife
5. VERIFICATION BY THE APPOINTEE			
I, the undersigned, do hereby declare that the foregoing is true and correct to the best of my knowledge and belief.			
6. VERIFICATION BY THE APPOINTING OFFICER			
I, the undersigned, do hereby declare that the foregoing is true and correct to the best of my knowledge and belief.			
INDICATE "YES" OR "NO" ANSWER BY PLACING "X" IN PROPER COLUMN		10. SPACE FOR DETAILED ANSWERS TO OTHER QUESTIONS	
YES	NO	ITEM NO.	WRITE IN LEFT COLUMN NUMBERS OF ITEMS TO WHICH DETAILED ANSWERS APPLY
X		1	ARE YOU A CITIZEN OF OR DO YOU OWE ALLEGIANCE TO THE UNITED STATES?
	X	2	ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE, TERRITORY, COUNTY, OR MUNICIPALITY? If your answer is "Yes", give details in Item 10.
	X	3	DO YOU RECEIVE ANY ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PERSON OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? If your answer is "Yes", give in Item 10 reasons for retirement, that is, age, optional disability, or by reason of voluntary or involuntary separation after 3 years' service, amount of retirement pay, and date of retirement, and date of return from military or naval service.
	X	4	SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT, HAVE YOU BEEN DISCHARGED, OR FORGED TO RESIGN, FOR MISCONDUCT OR UNSATISFACTORY SERVICE FROM ANY POSITION? If your answer is "Yes", give in Item 10 the name and address of employer, date and reason in each case.
	X	5	HAVE YOU BEEN ARRESTED (NOT INCLUDING TRAFFIC VIOLATIONS FOR WHICH YOU WERE FINED \$25 OR LESS, OR FOR FILED COLLATERAL FOR FEES OR LESS) SINCE YOU FILED APPLICATION RESULTING IN THIS APPOINTMENT? If your answer is "Yes", list all such cases under Item 10: Give in each case: (1) The date; (2) the nature of the offense or violation; (3) the name and location of the court; (4) the penalty imposed, if any, or other disposition of the case. If appointed, your fingerprints will be taken.

### INSTRUCTIONS TO APPOINTING OFFICER

The appointing officer before whom the foregoing certificate is made shall determine to his own satisfaction that this appointment complies in conformity with the Civil Service Act, applicable Civil Service Rules and Regulations and Acts of Congress, pertaining to appointment.

This form should be checked for bearing of office, person, suitability in connection with any record of recent discharge or arrest, and particularly for the following:

(1) **Identity of appointee.**—It is the duty of the appointing officer to guard against impersonation and to determine beyond reasonable doubt that the appointee is the same person whose appointment was authorized. The appointee's signature and handwriting are to be compared with the application and other pertinent papers. If the appointee qualified in a written examination, the signature of the form should be compared with the signature on the declaration sheet, which was signed in the presence of a notary. If any unusual appearance may be checked against the medical certificate. The appointee may also be questioned on his personal history for agreement with his previous statements.

(2) **Age.**—If definite age limits have been established for the position, it should be determined that applicant is not outside the age range for appointment. Until such determination is made, the appointment may not be consummated.

(3) **Citizenship.** The appointing officer is responsible for observing the citizenship provisions of (1) the Civil Service Rules and (2) appropriate Acts. Form 91 constitutes an affidavit for both purposes and is acceptable proof of citizenship status in the absence of conflicting evidence. In doubtful cases the appointment should not be consummated until clearance has been secured from the certifying office of the Civil Service Commission.

(4) **Members of Family.**—Section 9 of the Civil Service Act provides that whenever there are already two or more members of a family serving under permanent or permanent appointment in the competitive service, no other member of such family is eligible for permanent or permanent appointment in the competitive service. The appointments of persons entitled to preferential preference are not subject to this requirement. The members of family provisions do not apply to temporary appointments. Doubtful cases may be referred to the appropriate office of the Civil Service Commission for decision.

DEC 1948

# REPORT OF PHYSICAL QUALIFICATIONS FOR DUTY

10 Sept 1953 1953

Randall, Frederick WAS GIVEN A PHYSICAL  
EXAMINATION ON THIS DATE AND FOUND QUALIFIED FOR

FULL DUTY OVERSEAS  LIMITED DUTY OVERSEAS  DUTY IN USA ONLY

PROFILE SERIAL (FOR ARMY EM ONLY)

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DEFECTS NOTED:

None

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FORM NO. 37-22  
DEC 1948

# REPORT OF QUALIFICATIONS

*Demasi*

NOTE: THIS REPORT MUST NOT BE DISCUSSED WITH APPLICANT OR EMPLOYEE.

NAME OF EMPLOYEE (OR APPLICANT):  
**RANDALL, Frederick C.**

THIS DATE:  
**2 April 1951**

## TEST RECORD

NOTE: PRINTED LINE REPRESENTS AVERAGE RANKINGS FOR PROFESSIONAL AND TECHNICAL PERSONNEL. COLORED LINE REPRESENTS SUBJECT'S RANKS.

			HEAD PROFILE									
			T	L	I	P	O	A	S	V	C	O
TYPING												
GEN TEST I												
WATSON-GLASER GENERALIZATIONS												
INFERENCES												
DISC. ARGUMENTS												
RECOG. ASSUMP.												
GEN. LOG. REAS.												
CONSISTENCY												
APPL. LOG. REAS.												
FRENCH LL												
FRENCH UL												
GERMAN												
ITALIAN												
SPANISH												

EVALUATION OF EDUCATION AND EXPERIENCE	OUTSTANDING	SUPERIOR	ADEQUATE	WEAK	INADEQUATE
TYPE OF POSITION					
EDUCATION	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DIRECT EXPERIENCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
INDIRECT EXPERIENCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
EDUCATION	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DIRECT EXPERIENCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
INDIRECT EXPERIENCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
EDUCATION	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DIRECT EXPERIENCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
INDIRECT EXPERIENCE	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

QUALIFICATIONS TECHNICIAN

SECRET     CONFIDENTIAL     INTERNAL USE ONLY    **B**     UNCLASSIFIED

**REQUEST FOR MEDICAL EVALUATION**

1. NAME (Last, First, Middle) **Randall, Frederick**

2. GRADE **GS-15**    3. AFFILIATION CODE **ALL**    4. SOCIAL SECURITY NO. **180/155**    5. REQUEST DATE (DD/MY/YY) **09/03/78**    6. EMP. ELY **4571**    7. POSITION TITLE **Ops Officer SAS**

8. APPLICANT HAS APPLICANT PREVIOUSLY BEEN SEEN BY OMS  YES  NO

9. EMPLOYEE  YES  NO

10. COMPLETE 12-18 FOR EACH DEPENDENT TO ACCOMPANY ON RETURN WITH EMPLOYEE (ONLY IF 3 IS CHECKED IN 9)

12. DEPENDENT NAME (Last, First, Middle)	13. SEX	14. SOC SEC NO.	15. DOB (DD/MY/YY)	16. RELATIONSHIP	18. DEPENDENT PREVIOUSLY SEEN BY OMS (Yes/No)

19. REQUESTED ACTION (Check one or more as appropriate)

<input type="checkbox"/> APPLICANT	<input type="checkbox"/> PRE EMPLOYMENT	<input type="checkbox"/> SOD
<input type="checkbox"/> ASSIGNMENTS	<input type="checkbox"/> O/S PCS	<input type="checkbox"/> STATION
	<input type="checkbox"/> O/S TDY	<input type="checkbox"/> TYPE COVER
	<input type="checkbox"/> O/S RETIREE	<input type="checkbox"/> FITNESS FOR DUTY
	<input checked="" type="checkbox"/> O/S STANDBY	<input type="checkbox"/> RETURN TO DUTY
	<input type="checkbox"/> O/S PLANNING	<input type="checkbox"/> SPECIAL TRAINING
<input type="checkbox"/> SEPARATION	<input type="checkbox"/> RETIREMENT	<input type="checkbox"/> MDR/CARDS
<input type="checkbox"/> ROUTINE	<input type="checkbox"/> REGULAR ANNUAL	<input type="checkbox"/> EXECUTIVE ANNUAL

20. COMMENTS

21. REQUESTING DIRECTORATE/OFFICE/DIV **DCS/CSS/USC**    22. PCMBE/LOG **3-4135**    23. EXTENSION **7335**    24. SIGNATURE OF REQUESTING OFFICER

FOR OMS USE ONLY

FOR APPLICANTS					COMMENTS
APPROVE PROCESSING FOR SOD	HOLD PENDING RECEIPT OF ADDITIONAL MEDICAL INFORMATION (If Yes, Specify Reason)				
REQUEST PRE EMP MEDICAL EVALUATION	OTHER (Specify)				
DATE	OMS SIGNATURE				
					<b>Qualified TDY STDBY until May '80</b>  <b>8 May 1978</b> <b>OMS/PRO</b>

REQUESTED ACTION	QUAL	COND. QUAL	DEFER	DISQUAL	DATE	OMS SIGNATURE
<b>TDY-STDBY</b>	<b>X</b>					

UNCLASSIFIED     INTERNAL USE ONLY     CONFIDENTIAL     SECRET    63 IMPDET CL BY

SECRET  
(When Filled In)

REQUEST FOR MEDICAL EVALUATION

DATE OF REQUEST

14 March 1973

2 NAME (Last, First, Middle)

Randall, Frederick C.

3. POSITION TITLE

Ops Officer

4 GRADE

BS-14

5 OFFICE, DIVISION, BRANCH

DDO/PRD/Branch I

6. EMPLOYEE'S SALT

7661

7. PURPOSE OF EVALUATION

PRE-EMPLOYMENT

ENTRANCE ON DUTY

TDY STANDBY

SPECIAL TRAINING

ANNUAL

RETURN TO DUTY

FITNESS FOR DUTY

MEDICAL RETIREMENT

HDOS/TOY

OVERSEAS ASSIGNMENT

ETO

STATION

TDY OR PCS

TYPE OF COVER

NO. OF DEPENDENTS TO ACCOMPANY

NO. OF DEPENDENTS' REPORTS OF MEDICAL HISTORY ATTACHED

RETURN FROM OVERSEAS

STA.

STATION

NO. OF DEP. S

8 OVERSEAS PLANNING EVALUATION (One block must be checked)

YES

NO

1 A 30 HQS.

7661

10 COMMENTS

11 REPORT OF EVALUATION

Qualified TDY Standby until 1 September 1974.

DATE

17 April 1973

SIGNATURE FOR CHIEF OF MEDICAL STAFF

OSB/PRO

FORM 259 USE PREVIOUS EDITIONS

SECRET

(20)



SECRET  
(When Filled In)

### MEDICAL ACTION REQUEST AND REPORT

<b>I. REQUEST FOR PHYSICAL EXAMINATION BY</b>			
1. NAME (Last)		2. DATE	
Randall		13 July 1955	
3. TO POSITION		4. OFFICE, DIVISION, BRANCH	
[ ]		DDP FR 5	
5. TYPE OF POSITION		7. EVALUATE FOR	
<input type="checkbox"/> Departmental <input type="checkbox"/> U.S. Field <input checked="" type="checkbox"/> Overseas		<input type="checkbox"/> COB <input checked="" type="checkbox"/> Overseas <input type="checkbox"/> Returnee	
<input type="checkbox"/> Pro-Employment <input type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)		<input type="checkbox"/> Pro-Employment <input type="checkbox"/> Annual <input type="checkbox"/> Special (Specify)	
<b>II. REPORT OF MEDICAL EVALUATION</b>			
<input type="checkbox"/> Qualified for Full Duty (General) <input type="checkbox"/> Qualified for Departmental Duty Only		<input type="checkbox"/> Qualified for Full Duty (Special) <input type="checkbox"/> Disqualified	
Remarks: Qualified for proposed PCS o/s assignment. (7-21-55)			
[ ]			

*E.T.D.  
Oct 1955  
PCS*

SECRET

*Sub  
7/21/55*

SECRET  
(When Filled In)

BBG

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444, "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office of Personnel, Room 5E-13 Headquarters, whether information is added or not. Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

SECTION I BIOGRAPHIC AND POSITION DATA

EMP. SER. NO. <b>012170</b>	NAME (Last-First-Middle) <b>RANDALL, Frederick</b>	DATE OF BIRTH	DD <b>D</b>
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SECTION II EDUCATION

HIGH SCHOOL		GRADUATE	
LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	<input type="checkbox"/> YES <input type="checkbox"/> NO

COLLEGE OR UNIVERSITY STUDY

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM-TO	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/OTH. HRS. (Specify)
	MAJOR	MINOR				

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

SECTION III MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:

2. NAME OF SPOUSE (Last) (First) (Middle) (Maiden)

3. DATE OF BIRTH

4. PLACE OF BIRTH (City, State, Country)

5. OCCUPATION

6. PRESENT EMPLOYER

7. CITIZENSHIP

8. FORMER CITIZENSHIP(S) COUNTRY(IES)

9. DATE U.S. CITIZENSHIP ACQUIRED

SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
<input type="checkbox"/> ADD				
<input type="checkbox"/> DELETE				
<input type="checkbox"/> ADD				
<input type="checkbox"/> DELETE				

**SECRET**  
(When Filled In)

SECTION V. GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY - CHECK (X)			
				REG. DEGREE	TRAVEL	STUDY	OTHER ASSIGNMENT
		JAN 11 9 23 AM '72					
SECTION VI. TYPING AND STENOGRAPHIC SKILLS							
1. TYPING (PP) 2. SHORTHAND (SP) 3. INDICATE SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM							
<input checked="" type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOGRAPHY <input type="checkbox"/> OTHER SPECIFY:							
SECTION VII. SPECIAL QUALIFICATIONS							
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.							
SECTION VIII. MILITARY SERVICE							
CURRENT DRAFT STATUS							
1. HAD YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?				2. NEW CLASSIFICATION			
<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO							
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS				4. IF DEFERRED, GIVE REASON			
MILITARY RESERVE, NATIONAL GUARD STATUS							
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG				<input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> NAVY <input type="checkbox"/> AIR FORCE <input type="checkbox"/> AIR NATIONAL GUARD			
1. CURRENT RANK, GRADE OR RATE		2. DATE OF APPOINTMENT IN CURRENT RANK		3. EXPIRATION DATE OF CURRENT OBLIGATION			
4. CHECK CURRENT RESERVE CATEGORY <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED							
5. MILITARY MOBILIZATION ASSIGNMENT				6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED			
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as Civilian)							
NAME AND ADDRESS OF SCHOOL			STUDY OR SPECIALIZATION		DATE COMPLETED	<input type="checkbox"/> RESIDENT <input type="checkbox"/> AGENCY-SPONSORED	
SECTION IX. PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS							
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)				DATE OF MEMBERSHIP	
						FROM    TO	
SECTION X. REMARKS							
DATE		SIGNATURE OF EMPLOYEE					
6/1/72		Frederick C. Randall					

**SECRET**

**SECRET**  
(When Filled In)

**QUALIFICATIONS UPDATE**

**READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS**

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SECTION I BIOGRAPHIC AND POSITION DATA			
EMP. SER. NO. <b>012170</b>	NAME (Last-First-Middle) <b>RANDALL, Frederick</b>	DATE OF BIRTH	SD <b>D</b>

SECTION II EDUCATION			
HIGH SCHOOL			
LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO

COLLEGE OR UNIVERSITY STUDY						
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM-TO	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/OTH HRS. (Specify)
	MAJOR	MINOR				

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS				
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE				
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

SECTION III MARITAL STATUS			
1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:			
2. NAME OF SPOUSE (Last) (First) (Middle) ( Maiden)			
3. DATE OF BIRTH	4. PLACE OF BIRTH (City, State, Country)		
5. OCCUPATION	6. PRESENT EMPLOYER		
7. CITIZENSHIP	8. FORMER CITIZENSHIP(S) COUNTRY(IES)	9. DATE U.S. CITIZENSHIP ACQUIRED	

SECTION IV DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE					
	NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1.	<input type="checkbox"/> ADD <input type="checkbox"/> DELETE				
2.	<input type="checkbox"/> ADD <input type="checkbox"/> DELETE				

**SECRET**  
(When Filled In)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL							
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY - CHECK (X)			
				RESIDENCE	TRAVEL	STUDY	BOOK ASSIGNMENT
		Mar 29 - 9 1976 '77					

SECTION VI TYPING AND STENOGRAPHIC SKILLS	
1. TYPING (RPM)	2. SHORTHAND (RPM)
3. INDICATE SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM	
<input type="checkbox"/> GREGG	<input type="checkbox"/> SPEEDY WRITING
<input type="checkbox"/> STENOTYPE	<input type="checkbox"/> OTHER SPECIFY:

SECTION VII SPECIAL QUALIFICATIONS	
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.	

SECTION VIII MILITARY SERVICE	
CURRENT DRAFT STATUS	
1. HAS YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED? <input type="checkbox"/> YES <input type="checkbox"/> NO	2. SER CLASSIFICATION
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS	4. IF DEFERRED, GIVE REASON
MILITARY RESERVE, NATIONAL GUARD STATUS	
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG	<input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> NAVY <input type="checkbox"/> AIR FORCE <input type="checkbox"/> AIR NATIONAL GUARD
1. CURRENT RANK, GRADE OR RATE	2. DATE OF APPOINTMENT IN CURRENT RANK
3. EXPIRATION DATE OF CURRENT OBLIGATION	
4. CHECK CURRENT RESERVE CATEGORY	<input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED
5. MILITARY MOBILIZATION ASSIGNMENT	6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED
MILITARY SCHOOLS COMPLETED (Extended Active, Reserve Duty, or as a Civilian)	
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION
	DATE COMPLETED
	<input type="checkbox"/> RESERVE <input type="checkbox"/> AGENCY SPONSORED

SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS			
NAME AND CHAPTER	ADDRESS (Number, Street, City, State, Country)	DATE OF MEMBERSHIP	
		FROM	TO
1.			
2.			
3.			

SECTION X OTHERS	

DATE	SIGNATURE OF EMPLOYEE <i>Richard L. Smith</i>
------	--

**SECRET**

SECRET  
(When Filled In)

*She*

QUALIFICATIONS UPDATE

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INK.

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**SECTION I** BIOGRAPHIC AND POSITION DATA

EMP. SER. NO. 012170	NAME (Last-First-Middle) Randall, Frederick	DATE OF BIRTH
-------------------------	--	---------------

**SECTION II** EDUCATION

**HIGH SCHOOL**

LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)	YEARS ATTENDED (From-To)	GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO
---------------------------	--------------------------------	--------------------------	--

**COLLEGE OR UNIVERSITY STUDY**

NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM-TO	DEGREE RECEIVED	YEAR RECEIVED	NO. SEM/OTR HRS. (Specify)
	MAJOR	MINOR				
1. American Un., Washington, D. C.	Int. Relations		'66-present	none		27 sem hrs.
2.						

IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.

**TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS**

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

**OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE**

NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	FROM	TO	NO. OF MONTHS

**SECTION III** MARITAL STATUS

1. PRESENT STATUS (Single, Married, Widowed, Separated, Divorced, Annulled, Remarried) SPECIFY:

2. NAME OF SPOUSE (Last) (First) (Middle) ( maiden)

3. DATE OF BIRTH

4. PLACE OF BIRTH (City, State, Country)

5. OCCUPATION

6. PRESENT EMPLOYER

7. CITIZENSHIP

8. FORMER CITIZENSHIP(S) COUNTRY(IES)

9. DATE U.S. CITIZENSHIP ACQUIRED

**SECTION IV** DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE

NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS
1. <input type="checkbox"/> ADD <input type="checkbox"/> DELETE				
2. <input type="checkbox"/> ADD <input type="checkbox"/> DELETE				

FORM 444a

SECRET

18-583

SECRET

(When Filled In)

SECTION V GEOGRAPHIC AREA KNOWLEDGE AND FOREIGN TRAVEL						
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF TRAVEL OR RESIDENCE	DATE & PLACE OF STUDY	KNOWLEDGE ACQUIRED BY--(CHECK IN)		
				REPLY	TRAVEL	STUDY
			APR 20 1969			
SECTION VI TYPING AND STENOGRAPHIC SKILLS						
1. TYPING (PPH) 2. SHORTHAND (PPH) 3. INDICATE SHORTHAND SYSTEM USED--(CHECK IN) APPROPRIATE ITEM						
<input type="checkbox"/> GREGG <input type="checkbox"/> SPEEDWRITING <input type="checkbox"/> STENOGRAPHY <input type="checkbox"/> OTHER SPECIFY:						
SECTION VII SPECIAL QUALIFICATIONS						
PROVIDE INFORMATION ON HOBBIES, SPORTS, LICENSES, PUBLISHED MATERIALS OR DEVICES WHICH YOU MAY HAVE INVENTED.						
SECTION VIII MILITARY SERVICE						
CURRENT DRAFT STATUS						
1. HAD YOUR SELECTIVE SERVICE CLASSIFICATION CHANGED?			2. NEW CLASSIFICATION			
<input type="checkbox"/> YES <input type="checkbox"/> NO						
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS			4. IF DEFERRED, GIVE REASON			
MILITARY RESERVE, NATIONAL GUARD STATUS						
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG						
<input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> NAVY <input type="checkbox"/> AIR FORCE <input type="checkbox"/> AIR NATIONAL GUARD						
1. CURRENT RANK, GRADE OR RATE		2. DATE OF APPOINTMENT IN CURRENT RANK		3. EXPIRATION DATE OF CURRENT OBLIGATION		
4. CHECK CURRENT RESERVE CATEGORY						
<input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED						
5. MILITARY MOBILIZATION ASSIGNMENT			6. RESERVE UNIT TO WHICH ASSIGNED OR ATTACHED			
MILITARY SCHOOLS COMPLETED (Extended Active Reserve Duty, or as Civilian)						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		DATE COMPLETED		
SECTION IX PROFESSIONAL SOCIETIES AND OTHER ORGANIZATIONS						
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)			DATE OF MEMBERSHIP	
					FROM TO	
SECTION X DENIALS						
DATE: March 19, 1969			SIGNATURE OF EMPLOYEE: Frederick C. Lucille			

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*When Filled In*

*ole*  
OFFICIAL USE ONLY (unfilled)

**QUALIFICATIONS SUPPLEMENT TO PERSONAL HISTORY STATEMENT**

READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING. TYPE OR PRINT. AVOID USING LIGHT COLORED INKS

SECTION I					BIOGRAPHIC AND POSITION DATA				
1 EMP SER NO <b>012170</b>	2 NAME (Last, First, Middle) <b>RANDALL FREDERICK</b>	3 SEX <b>M</b>	4 DATE OF BIRTH	5 SCHEDULE, GRADE/STEP <b>GS-14-04</b>					
6 ID <b>D</b>	7 POSITION TITLE <b>OPS OFFICER</b>	8 OFFICE OR ASSIGNMENT <b>DOD</b>	9 LOCATION (County, City) <b>WASH., D.C.</b>						

SECTION II				AGENCY OVERSEAS SERVICE		
AREA	TYPE TOUR	FROM	TO			
	PCS-56 PCS-43	55/12/01 61/09/17	58/09/01 69/06/21			

**OVERSEAS DATA**  
**DATE:** 27 MAR 1959  
**INITIALS:** FG

SECTION III				EDUCATION	
DEGREE	MA OR FIELD	COLLEGE	YEAR		
BACH MSTR	AMERICAN GOVERNMENT, GENERAL INTERNATIONAL AFFAIRS	OMAHA MUN UNIV NEB GEORGE WASHINGTON UNIV DC	48 53		

FORM 107 6441 489 2-57

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GROUP 1  
Excluded from automatic  
downgrading and  
declassification

6 8 APR ENTD



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SECTION III EDUCATION (Cont'd)						
HIGH SCHOOL						
LAST HIGH SCHOOL ATTENDED	ADDRESS (City, State, Country)		YEARS ATTENDED (From-To)		GRADUATE <input type="checkbox"/> YES <input type="checkbox"/> NO	
COLLEGE OR UNIVERSITY STUDY						
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		YEARS ATTENDED FROM TO	DEGREE RECEIVED	YEAR RECEIVED	NO SEM / QTR HRS (See 4)
	MAJOR	MINOR				
1						
2						
3						
4						
5. IF A GRADUATE DEGREE HAS BEEN NOTED ABOVE WHICH REQUIRED SUBMISSION OF A WRITTEN THESIS, INDICATE THE TITLE OF THE THESIS AND BRIEFLY DESCRIBE ITS CONTENT.						
Currently PhD candidate at American University, Washington, D.C. On the level						
TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO	NO OF MONTHS
1						
2						
3						
OTHER NON-AGENCY EDUCATION OR TRAINING NOT INDICATED ABOVE						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO	NO OF MONTHS
1						
2						
3						
4						
5						
AGENCY-SPONSORED EDUCATION						
Specify which, if any, of the education shown in Section III was Agency sponsored						
NAME AND ADDRESS OF SCHOOL		STUDY OR SPECIALIZATION		FROM	TO	NO. OF MONTHS
1						
2						
3						
4						
5						

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(When Filled In)

SECTION VII MILITARY SERVICE CURRENT DRAFT STATUS			
1. ARE YOU REGISTERED FOR THE DRAFT <input type="checkbox"/> YES <input type="checkbox"/> NO		2. SELECTIVE SERVICE CLASSIFICATION	
3. LOCAL SELECTIVE SERVICE BOARD NUMBER AND ADDRESS		4. IF DEFERRED GIVE REASON	
MILITARY SERVICE RECORD (Active Duty Only)			
1. MILITARY ORGANIZATION (Army, Navy, etc. - specify)	2. BRANCH OR CORPS	3. DATES OF SERVICE (extended active duty) FROM . . . TO . . .	
4. STATUS (Regular, Reserve, etc. - specify)	5. RANK, GRADE OR RATE (or separation if past service)	6. SERIAL, SERVICE OR PBE NUMBER	
7. CHECK TYPE OF SEPARATION: <input type="checkbox"/> HONORABLE DISCHARGE <input type="checkbox"/> RETIREMENT FOR SERVICE <input checked="" type="checkbox"/> UNDUPLICATE HARDSHIPS <input type="checkbox"/> RELEASE TO INACTIVE DUTY <input type="checkbox"/> RETIREMENT FOR COMBAT DISABILITY <input type="checkbox"/> OTHER (specify) <input type="checkbox"/> RETIREMENT FOR AGE <input type="checkbox"/> RETIREMENT FOR PHYSICAL DISABILITY			
8. BRIEF DESCRIPTION OF MILITARY DUTIES (record the duties and skills which best describe your work or function in the military service)			
MILITARY RESERVE, NATIONAL GUARD STATUS			
CHECK RESERVE OR GUARD ORGANIZATION TO WHICH YOU BELONG: <input type="checkbox"/> ARMY <input type="checkbox"/> MARINE CORPS <input type="checkbox"/> COAST GUARD <input type="checkbox"/> NATIONAL GUARD <input type="checkbox"/> NAVY <input type="checkbox"/> AIR FORCE <input type="checkbox"/> AIR NATIONAL GUARD			
1. CURRENT RANK, GRADE OR RATE	2. DATE OF APPOINTMENT IN CURRENT RANK	3. EXPIRATION DATE OF CURRENT RESERVE OBLIGATION	
4. CHECK CURRENT RESERVE CATEGORY: <input type="checkbox"/> READY RESERVE <input type="checkbox"/> STANDBY (active) <input type="checkbox"/> STANDBY (inactive) <input type="checkbox"/> RETIRED <input type="checkbox"/> DISCHARGED			
5. BRIEF DESCRIPTION OF MILITARY RESERVE DUTIES (record the duties and skills which best describe your work or function in the military service)			
6. IF YOU ARE CURRENTLY ASSIGNED TO A RESERVE OR NATIONAL GUARD TRAINING UNIT, IDENTIFY THE UNIT AND ITS ADDRESS.			
MILITARY SCHOOLS COMPLETED (Active Duty, Reserve Status or as Civilian)			
NAME AND ADDRESS OF SCHOOL	STUDY OR SPECIALIZATION	DATE COMPLETED	
1.			RESIDENT CORRESPONDENCE AGENCY SPONSORED
2.			RESIDENT CORRESPONDENCE AGENCY SPONSORED
3.			RESIDENT CORRESPONDENCE AGENCY SPONSORED
4.			RESIDENT CORRESPONDENCE AGENCY SPONSORED
5.			RESIDENT CORRESPONDENCE AGENCY SPONSORED

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(When Filled In)

SECTION II		MARITAL STATUS			
1. PRESENT STATUS (Single Married Widowed Separated Divorced Annulled Remarried SPECIFY <i>No Change.</i> )					
2. NAME OF SPOUSE (Last)		2. NAME OF SPOUSE (Middle)			
3. DATE OF BIRTH	4. PLACE OF BIRTH (City, State, Country)				
5. OCCUPATION	6. PRESENT EMPLOYER				
7. CITIZENSHIP	8. FORMER CITIZENSHIPS, COUNTRIES		9. DATE U. S. CITIZENSHIP ACQUIRED		
SECTION III					
DEPENDENT CHILDREN AND DEPENDENTS OTHER THAN SPOUSE					
NAME	RELATIONSHIP	DATE AND PLACE OF BIRTH	CITIZENSHIP	PERMANENT ADDRESS	
<i>Randall</i>	<i>SON</i>		<i>U. S</i>		
<i>Randall</i>	<i>SON</i>		<i>"</i>	<i>" " " "</i>	
<i>Randall</i>	<i>DAUGHTER</i>		<i>"</i>	<i>" " " "</i>	
<i>Randall</i>			<i>"</i>	<i>" " " "</i>	
SECTION IV				DATE OF MEMBERSHIP	
NAME AND CHAPTER		ADDRESS (Number, Street, City, State, Country)		FROM	TO
<i>American Society of International Law</i>		<i>Washington, D.C.</i>		<i>1967</i>	<i>PRESENT</i>
DATE	SIGNATURE OF EMPLOYEE				
<i>January 30, 1968</i>	<i>Fredrick C. Landell</i>				

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(1-8)		LANGUAGE DATA RECORD	
PART I - GENERAL			
1. NAME (Last-First-Middle) (7-24)		2. DATE OF BIRTH (29-30)	
Randall Frederick C.			
3. LANGUAGE (31-38)		4. TODAY'S DATE (39-38)	
		April 17 1959	
		<input type="checkbox"/> I HAVE NO PROFICIENCY IN ANY FOREIGN LANGUAGE	
PART II - LANGUAGE ELEMENTS			
SECTION A. Reading (40)			
1. I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY ONLY RARELY.			
2. I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OF A GENERAL NATURE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTIONARY OCCASIONALLY.			
3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (newspapers, reference materials, etc.), USING THE DICTIONARY FREQUENTLY.			
4. I CAN READ SIMPLE TEXTS, SUCH AS STREET SIGNS, NEWSPAPER HEADLINES, ETC., USING THE DICTIONARY FREQUENTLY.			
5. I HAVE NO READING ABILITY IN THE LANGUAGE.			
SECTION B. Writing (41)			
1. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIONARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL ERRORS, IN NATIVE STYLE, USING THE DICTIONARY ONLY RARELY.			
2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS, USING THE DICTIONARY ONLY RARELY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH REASONABLE CLARITY, WITH FEW GRAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY.			
3. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND IN OBVIOUSLY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY OCCASIONALLY.			
4. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WITH REASONABLE SUCCESS IN CONVEYING MY MEANING, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, AWKWARD STYLE, USING THE DICTIONARY FREQUENTLY.			
5. I CANNOT WRITE IN THE LANGUAGE.			
SECTION C. Pronunciation (42)			
1. MY PRONUNCIATION IS NATIVE.			
2. WHILE NATIVES CAN DETECT AN ACCENT IN MY PRONUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING ME.			
3. MY PRONUNCIATION IS OBVIOUSLY FOREIGN, BUT ONLY RARELY CAUSES DIFFICULTY FOR NATIVES TO UNDERSTAND.			
4. MY PRONUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIVES TO UNDERSTAND.			
5. I HAVE NO SKILL IN PRONUNCIATION.			
CONTINUE ON REVERSE SIDE			

CONTINUATION OF PART II—LANGUAGE ELEMENTS

OFFICE OF PERSONNEL

SECTION D.

Speaking (43)

- 1. I SPEAK FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS IN ALL FIELDS WITH WHICH I AM FAMILIAR.
- 2. I SPEAK FLUENTLY AND ACCURATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS; I CAN CONVERSE IN MOST FIELDS WITH WHICH I AM FAMILIAR AND I EMPLOY SOME POPULAR SAYINGS, LITERARY QUOTATIONS AND COMMON PROVERBS.
- 3. I GET ALONG QUITE WELL IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELDS.
- 4. I MANAGE TO GET ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.
- 5. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.

RCB 21 11 01 AM '59

SECTION E.

Understanding (44)

- 1. I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
- 2. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MOST OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING MOST JOES AND PUNS.
- 3. I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND MUCH OF WHAT I HEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.
- 4. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONE; I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES.
- 5. I AM NOT ABLE TO UNDERSTAND THE SPOKEN LANGUAGE.

BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION.

PART III—EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)

- 1. I HAVE HAD EXPERIENCE AS A TRANSLATOR.
- 2. I HAVE HAD EXPERIENCE AS AN INTERPRETER.
- 3. BOTH OF THE ABOVE STATEMENTS APPLY.
- 4. NONE OF THE ABOVE STATEMENTS APPLY.

PART IV—CERTIFICATION

I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE AWARD PROVIDED I AM ELIGIBLE UNDER THE TERMS OF REGULATION NO. 28-715 PAR. 1C(4). I UNDERSTAND THAT I MUST PASS AN OBJECTIVE LANGUAGE PROFICIENCY TEST BEFORE I BECOME ELIGIBLE FOR AN AWARD, AND THAT IRRESPECTIVE OF THE DATE OF TESTING, ANNUAL MAINTENANCE AWARDS WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM.

DATE SIGNED 17 April 1959

SIGNATURE Frederick Randall

(46)

(47)

SECRET

AUG 1

PERIODIC SUPPLEMENT PERSONAL HISTORY STATEMENT		THIS DATE 4 February 1959
INSTRUCTIONS		
This form provides the means whereby your official personnel records will be kept current. Even though it duplicates information you have furnished previously, it will be necessary for you to complete Sections I through VI in their entirety. You need complete Sections VII through XIII only if there has been a change since you entered on duty with the organization or if you believe the item requires more complete coverage than you have previously reported.		
SECTION I GENERAL		
1. FULL NAME (Last-First-Middle) Randall, Frederick C		
2. CURRENT ADDRESS (No., Street, City, Zone, State) [Redacted] Va.		3. PERMANENT ADDRESS (No., Street, City, Zone, State) Same as 2.
4. HOME TELEPHONE NUMBER TE 6-0118	5. STATE, TERRITORY, POSSESSION OR COUNTRY IN WHICH YOU NOW CLAIM RESIDENCE Virginia	
SECTION II PERSON TO BE NOTIFIED IN CASE OF EMERGENCY		
1. NAME (Last-First-Middle) RESIDING IN U.S. Randall,		2. RELATIONSHIP Wife
3. HOME ADDRESS (No., Street, City, Zone, State, Country) [Redacted] Va.		
4. BUSINESS ADDRESS (No., Street, City, Zone, State, Country). INDICATE NAME OF FIRM OR EMPLOYER, IF APPLICABLE None		
5. HOME TELEPHONE NUMBER TE 6-0118	6. BUSINESS TELEPHONE NUMBER None	7. BUSINESS TELEPHONE EXTENSION None
8. IN CASE OF EMERGENCY, OTHER CLOSE RELATIVES (Spouse, Mother, Father) MAY ALSO BE NOTIFIED. IF SUCH NOTIFICATION IS NOT DESIRABLE BECAUSE OF HEALTH OR OTHER REASONS, PLEASE SO STATE. No		
SECTION III MARITAL STATUS		
1. CHECK (BY) ONE: <input type="checkbox"/> SINGLE <input checked="" type="checkbox"/> MARRIED <input type="checkbox"/> WIDOWED <input type="checkbox"/> SEPARATED <input type="checkbox"/> DIVORCED <input type="checkbox"/> ANNULLED		
2. FURNISH DATE, PLACE AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS None		
SPURSE: If you have been married more than once, including annulments, use a separate sheet for former wife or husband giving data below for all previous marriages. If marriage is contemplated, provide same data for fiancée.		
3. NAME (First) (Middle) (Last) [Redacted] Randall		
4. DATE OF MARRIAGE	5. PLACE OF MARRIAGE (City, State, Country) Nebraska	
6. ADDRESS OF SPOUSE BEFORE MARRIAGE (No., Street, City, State, Country) (Forgotten)		
7. LIVING <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	8. DATE OF DEATH --	9. CAUSE OF DEATH --
10. CURRENT ADDRESS (Give last address, if deceased) [Redacted] Alexandria, Va.		
11. DATE OF BIRTH	12. PLACE OF BIRTH (City, State, Country)	
13. IF BORN OUTSIDE U.S., DATE OF ENTRY --	14. PLACE OF ENTRY --	
15. CITIZENSHIP (Country) U.S.	16. DATE ACQUIRED --	17. WHERE ACQUIRED (City, State, Country) --
18. OCCUPATION Housewife	19. PRESENT EMPLOYER (Also give former employer, or if spouse is deceased or unemployed, list two employers) --	
20. EMPLOYER'S OR BUSINESS ADDRESS (No., Street, City, State, Country) --		

SECTION III CONTINUED TO PAGE 2

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(When Filled In)

SECTION III CONTINUED FROM PAGE 1

21. DATES OF MILITARY SERVICE OF SPOUSE (From and To) BY MONTH AND YEAR <b>None</b>	
22. BRANCH OF SERVICE	23. COUNTRY WITH WHICH MILITARY SERVICE AFFILIATED
24. DETAILS OF OTHER GOVERNMENT SERVICE, U.S. OR FOREIGN <b>None</b>	

SECTION IV RELATIVES BY BLOOD, MARRIAGE OR ADOPTION LIVING ABROAD OR WHO ARE NOT U.S. CITIZENS

1. FULL NAME (Last-First-Middle) <b>None</b>	2. RELATIONSHIP	3. AGE
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT
1. FULL NAME (Last-First-Middle)	2. RELATIONSHIP	3. AGE
4. ADDRESS OR COUNTRY IN WHICH RELATIVE RESIDES		
5. CITIZENSHIP (Country)	6. FREQUENCY OF CONTACT	7. DATE OF LAST CONTACT

8. SPECIAL REMARKS, IF ANY, CONCERNING THESE RELATIVES

SECTION V FINANCIAL STATUS

1. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY?  YES  NO

2. DO YOU HAVE ANY FINANCIAL INTEREST IN, OR OFFICIAL CONNECTION WITH, NON-U.S. CORPORATIONS OR BUSINESSES OR IN OR WITH U.S. CORPORATIONS OR BUSINESSES HAVING SUBSTANTIAL FOREIGN INTERESTS?  YES  NO IF YOU HAVE ANSWERED "YES," GIVE COMPLETE DETAILS ON A SEPARATE SHEET AND ATTACH IN A SEALED ENVELOPE.

3. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT, PENSION, OR COMPENSATION FOR MILITARY OR NAVAL SERVICE?  YES  NO

4. IF YOU HAVE ANSWERED "YES" TO QUESTION 2 ABOVE, GIVE COMPLETE DETAILS.

5. WITHOUT REFERENCE TO YOUR SALARY, STATE OTHER SOURCES OF RECURRENT INCOME NOT INDICATED BY PRECEDING ITEMS.

**None**

SECTION V CONTINUED TO PAGE 1

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SECTION V CONTINUED FROM PAGE 2

8. BANKING INSTITUTIONS WITH WHICH YOU HAVE ACCOUNTS	
NAME OF INSTITUTION	ADDRESS (City, State, Country)
Riggs National Bank	Washington, D.C.
9. HAVE YOU EVER BEEN IN, OR PETITIONED FOR, BANKRUPTCY?      YES <input checked="" type="checkbox"/> NO	
10. IF YOU HAVE ANSWERED "YES" TO QUESTION 9 ABOVE, GIVE PARTICULARS, INCLUDING COURT AND DATE(S)	
--	

SECTION VI      CITIZENSHIP	
1. COUNTRY OF CURRENT CITIZENSHIP	2. CITIZENSHIP ACQUIRED BY - CHECK (X) ONE:
U.S.	<input checked="" type="checkbox"/> BIRTH <input type="checkbox"/> MARRIAGE <input type="checkbox"/> Other (Specify)
3. HAVE YOU TAKEN STEPS TO CHANGE YOUR PRESENT CITIZENSHIP? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	4. GIVE PARTICULARS:      --
5. IF YOU HAVE APPLIED FOR U.S. CITIZENSHIP, INDICATE PRESENT STATUS OF YOUR APPLICATION (File #, date, etc.):	
--	

SECTION VII      EDUCATION	
1. CHECK (X) HIGHEST LEVEL OF EDUCATION ATTAINED:	
<input type="checkbox"/> LESS THAN HIGH SCHOOL GRADUATE	<input type="checkbox"/> 1-4 YEARS OF COLLEGE / NO DEGREE
<input type="checkbox"/> HIGH SCHOOL GRADUATE	<input type="checkbox"/> BACHELOR'S DEGREE
<input type="checkbox"/> TRADE, BUSINESS, OR COMMERCIAL SCHOOL GRADUATE	<input type="checkbox"/> GRADUATE STUDY LEADING TO HIGHER DEGREE
<input type="checkbox"/> TWO YEARS COLLEGE OR LESS	<input checked="" type="checkbox"/> MASTER'S DEGREE <input type="checkbox"/> DOCTOR'S DEGREE

2. COLLEGE OR UNIVERSITY STUDY							
NAME AND LOCATION OF COLLEGE OR UNIVERSITY	SUBJECT		DATES ATTENDED		DEGREE REC'D	DATE REC'D	SEM/QUI. HRS. COMPLETED (Specify)
	MAJOR	MINOR	FROM	TO			
University of Omaha	Govt	--	1946	1948	BA	1948	
George Washington University	For. Affairs	--	1950	1953	MA	1953	

3. TRADE, COMMERCIAL AND SPECIALIZED SCHOOLS				
NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL HOURS
		FROM	TO	

4. MILITARY TRAINING (Full time duty in specialized schools such as Ordnance, Intelligence, Communications, etc.)				
NAME OF SCHOOL	STUDY OR SPECIALIZATION	DATES ATTENDED		TOTAL HRS.
		FROM	TO	

5. OTHER EDUCATIONAL TRAINING NOT INDICATED ABOVE

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(When Filled In)

SECTION VIII		GEOGRAPHIC AREA KNOWLEDGE				
1. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE KNOWLEDGE GAINED AS A RESULT OF RESIDENCE, TRAVEL, STUDY OR WORK ASSIGNMENT OTHER THAN ORGANIZATION EXPERIENCE. UNDER COLUMN "TYPE OF SPECIALIZED KNOWLEDGE," INDICATE TYPE OF KNOWLEDGE SUCH AS TERRAIN, COASTS, HARBORS, UTILITIES, RAILROADS, INDUSTRIES, POLITICAL PARTIES, ETC.						
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF RESIDENCE, TRAVEL, ETC.	KNOWLEDGE ACQUIRED BY			
			RESIDENCE	TRAVEL	STUDY	WORK ASSIGNMENT
2. INDICATE THE PURPOSE OF VISIT, RESIDENCE OR TRAVEL FOR EACH OF THE REGIONS OR COUNTRIES LISTED ABOVE						
3. LIST BELOW ANY FOREIGN REGIONS OR COUNTRIES OF WHICH YOU HAVE GAINED KNOWLEDGE AS A RESULT OF ORGANIZATION ASSIGNMENT OR ACTIVITY.						
NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KNOWLEDGE	DATES OF RESIDENCE, TRAVEL, ETC.	KNOWLEDGE ACQUIRED BY			
			HOUS. ASSIGNMENT	FIELD ASSIGNMENT	TRAINING	
	Political life	1955-1958		X		
SECTION IX: TYPING AND STENOGRAPHIC SKILLS						
1. TYPING (P.P.M.)		2. SHORTHAND (P.P.M.)		3. SHORTHAND SYSTEM USED - CHECK (X) APPROPRIATE ITEM		
25		---		GREG	SPEEDWRITING	STENOTYPE
OTHER (Specify):						
4. INDICATE OTHER BUSINESS MACHINES WITH WHICH YOU HAVE HAD OPERATING EXPERIENCE OR TRAINING (Comptometer, Memograph, Card Punch, etc.)						
---						
SECTION X: SPECIAL QUALIFICATIONS						
1. LIST ALL HOBBIES AND SPORTS IN WHICH YOU ARE ACTIVE OR HAVE ACTIVELY PARTICIPATED. INDICATE YOUR PROFICIENCY IN EACH						
---						
2. INDICATE ANY SPECIAL QUALIFICATIONS, RESULTING FROM EXPERIENCE OR TRAINING, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION OR TYPE OF WORK						
---						
3. EXCLUDING EQUIPMENT NOTED IN SECTION A, LIST ANY SPECIAL SKILLS YOU POSSESS RELATING TO OTHER EQUIPMENT OR MACHINES SUCH AS OPERATION OF SHORTWAVE RADIO, MULTILITH, THRETT LATHE, SCIENTIFIC AND PROFESSIONAL DEVICES, ETC.						
---						
4. IF YOU ARE A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION (Pilot, Electrician, Radio Operator, Teacher, Lawyer, CPA, Medical Technician, etc.), INDICATE THE KIND OF LICENSE OR CERTIFICATE, NAME OF ISSUING STATE, AND REGISTRY NUMBER, IF KNOWN.						
---						
5. FIRST LICENSE OR CERTIFICATE (Year of issue)				6. LATEST LICENSE OR CERTIFICATE (Year of issue)		

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(When Filled In)

SECTION I CONTINUED FROM PAGE 8

7. LIST ANY SIGNIFICANT PUBLISHED MATERIALS OF WHICH YOU ARE THE AUTHOR (Do not submit copies unless requested). INDICATE TITLE, PUBLICATION DATE, AND TYPE OF WRITING (Non-fiction, scientific articles, general interest subjects, novels, short stories, etc.)

--

8. INDICATE ANY DEVICES WHICH YOU HAVE INVENTED AND STATE WHETHER OR NOT THEY ARE PATENTED

--

9. LIST ANY PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE

--

10. LIST ANY PROFESSIONAL, ACADEMIC OR HONORARY ASSOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A MEMBER. LIST ACADEMIC HONORS YOU HAVE RECEIVED.

--

SECTION II ORGANIZATION WORK EXPERIENCE - SINCE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE

1. INCLUSIVE DATES (From and To) <b>Dec 1955 - May 1958</b>	2. GRADE <b>GS-12</b>	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT <b>DDP/FE/</b>
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION <b>None</b>	5. OFFICIAL POSITION/TITLE <b>FI Field Case Officer</b>	
6. DESCRIPTION OF DUTIES <b>Field Case Officer for six FI Operations</b>		
1. INCLUSIVE DATES (From and To) <b>July 1958 - Present</b>	2. GRADE <b>GS-13</b>	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT <b>DDP/FE/</b>
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION <b>15</b>	5. OFFICIAL POSITION/TITLE <b>Desk Chief</b>	
6. DESCRIPTION OF DUTIES <b>In charge of Desk.</b>		
1. INCLUSIVE DATES (From and To) <b>--</b>	2. GRADE <b>--</b>	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT <b>--</b>
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION <b>--</b>	5. OFFICIAL POSITION/TITLE <b>--</b>	
6. DESCRIPTION OF DUTIES <b>--</b>		
1. INCLUSIVE DATES (From and To) <b>--</b>	2. GRADE <b>--</b>	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT <b>--</b>
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION <b>--</b>	5. OFFICIAL POSITION/TITLE <b>--</b>	
6. DESCRIPTION OF DUTIES <b>--</b>		
1. INCLUSIVE DATES (From and To) <b>--</b>	2. GRADE <b>--</b>	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT <b>--</b>
4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION <b>--</b>	5. OFFICIAL POSITION/TITLE <b>--</b>	
6. DESCRIPTION OF DUTIES <b>--</b>		

(Use additional space if needed)

SECRET

SECRET

(When Filled In)

OFFICE OF PERSONNEL

SECTION III

CHILDREN AND OTHER DEPENDENTS

1. NUMBER OF CHILDREN (including stepchildren and adopted children) WHO ARE UNMARRIED, UNDER 21 YEARS OF AGE, AND ARE NOT SELF-SUPPORTING.

2. NUMBER OF OTHER DEPENDENTS (including spouse, parents, stepchildren, etc.) WHO DEPEND ON YOU FOR AT LEAST 50% OF THEIR SUPPORT, OR, CHILDREN 21 YEARS OF AGE WHO ARE NOT SELF-SUPPORTING.

3. PROVIDE THE FOLLOWING INFORMATION FOR ALL CHILDREN AND DEPENDENTS

NAME	RELATIONSHIP	YEAR OF BIRTH	SEX		CITIZENSHIP	ADDRESS
			M	F		
[redacted] Randall	Wife	[redacted]		X	U.S.	[redacted] Va.
[redacted] Randall	Son	[redacted]	X		U.S.	Same as above
[redacted] Randall	Son	[redacted]	X		U.S.	Same as above
[redacted] Randall	Daughter	[redacted]		X	U.S.	Same as above
[redacted] Randall	Daughter	[redacted]		X	U.S.	Same as above

ADDITIONAL COMMENT AND/OR CONTINUATION OF PRECEDING ITEMS

DATE COMPLETED: 7 February 1959 SIGNATURE OF EMPLOYEE: [Signature]

SECRET

PERSONAL HISTORY STATEMENT

Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.

2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

HAVE YOU READ AND DO YOU UNDERSTAND THE INSTRUCTIONS? Yes (Yes or No)

Sec. 1. PERSONAL BACKGROUND

A. FULL NAME Mr. Frederick Randall Telephone: Office None Ext. Home 10-7-8126

PRESENT ADDRESS Md. USA

PERMANENT ADDRESS Same

B. NICKNAME Fred WHAT OTHER NAMES HAVE YOU USED? None

UNDER WHAT CIRCUMSTANCES HAVE YOU EVER USED THESE NAMES? NA

HOW LONG? NA IF A LEGAL CHANGE, GIVE PARTICULARS NA

C. DATE OF BIRTH PLACE OF BIRTH Nebraska USA

D. PRESENT CITIZENSHIP USA BY BIRTH? Yes BY MARRIAGE? NA

BY NATURALIZATION CERTIFICATE NO. NA ISSUED BY

AT NA

HAVE YOU HAD A PREVIOUS NATIONALITY? No

HELD BETWEEN WHAT DATES? NA TO ANY OTHER NATIONALITY?

GIVE PARTICULARS

HAVE YOU TAKEN STEPS TO CHANGE PRESENT CITIZENSHIP? No GIVE PARTICULARS:

E. IF BORN OUTSIDE U. S. WHEN DID YOU FIRST ARRIVE IN THIS COUNTRY? NA

PORT OF ENTRY? \_\_\_\_\_ ON PASSPORT OF WHAT COUNTRY? \_\_\_\_\_

LAST U. S. VISA NA  
(Number) (Type) (Place of Issue) (Date of Issue)

SEC. 2. PHYSICAL DESCRIPTION

AGE  SEX Male HEIGHT 5' 10" WEIGHT 160 lbs.  
EYES Blue HAIR Brown COMPLEXION Fair SCARS None  
BUILD Medium OTHER DISTINGUISHING FEATURES None

SEC. 3. MARITAL STATUS

A. SINGLE \_\_\_\_\_ MARRIED Yes DIVORCED \_\_\_\_\_ WIDOWED \_\_\_\_\_

STATE DATE, PLACE, AND REASON FOR ALL SEPARATIONS, DIVORCES OR ANNULMENTS NA

B. WIFE OR HUSBAND (IF YOU HAVE BEEN MARRIED MORE THAN ONCE—INCLUDING ANNULMENTS—USE A SEPARATE SHEET FOR FORMER WIFE OR HUSBAND GIVING DATA REQUIRED BELOW FOR ALL PREVIOUS MARRIAGES.)

NAME OF SPOUSE  Randall  
(First) (Middle) (Maiden) (Last)

PLACE AND DATE OF MARRIAGE  Nebraska

HIS (OR HER) ADDRESS BEFORE MARRIAGE  Nebr., USA  
(St. and Number) (City) (State) (Country)

LIVING OR DECEASED Living DATE OF DECEASE NA CAUSE \_\_\_\_\_

PRESENT, OR LAST, ADDRESS  Nebr., USA  
(St. and Number) (City) (State) (Country)

DATE OF BIRTH  PLACE OF BIRTH  USA  
(City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY NA

CITIZENSHIP USA WHEN ACQUIRED? Birth WHERE? \_\_\_\_\_  
(City) (State) (Country)

OCCUPATION Personnel clerk LAST EMPLOYER US Govt., Office of Price Stab.

EMPLOYER'S OR BUSINESS ADDRESS 6th & Jefferson Dr., S.W., Washington, D. C.  
(St. and Number) (City) (State) (Country)

MILITARY SERVICE FROM None TO \_\_\_\_\_ BRANCH OF SERVICE \_\_\_\_\_  
(Date) (Date)

COUNTRY \_\_\_\_\_ DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN  
None

SEC. 4. CHILDREN OR DEPENDENTS (Include partial dependents):

1. NAME None (Expecting June, 1951) RELATIONSHIP \_\_\_\_\_ AGE \_\_\_\_\_  
CITIZENSHIP \_\_\_\_\_ ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country)

2. NAME \_\_\_\_\_ RELATIONSHIP \_\_\_\_\_ AGE \_\_\_\_\_  
CITIZENSHIP \_\_\_\_\_ ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country)

3. NAME \_\_\_\_\_ RELATIONSHIP \_\_\_\_\_ AGE \_\_\_\_\_  
CITIZENSHIP \_\_\_\_\_ ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country)

SEC. 5. FATHER (Give the same information for stepfather and/or guardian on a separate sheet)

FULL NAME  Randall  
(First) (Middle) (Last)

LIVING OR DECEASED Living DATE OF DECEASE NA CAUSE \_\_\_\_\_

PRESENT, OR LAST, ADDRESS  USA  
(St. and Number) (City) (State) (Country)

DATE OF BIRTH  PLACE OF BIRTH  USA  
(City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY NA

CITIZENSHIP USA WHEN ACQUIRED? Birth WHERE? \_\_\_\_\_  
(City) (State) (Country)

OCCUPATION Wire Chief LAST EMPLOYER Northwestern Bell Tel. Co.

EMPLOYER'S OR OWN BUSINESS ADDRESS  Nebraska  
(City) (State) (Country)

MILITARY SERVICE FROM None TO \_\_\_\_\_ BRANCH OF SERVICE \_\_\_\_\_  
(Date) (Date)

COUNTRY \_\_\_\_\_ DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN  
None

SEC. 6. MOTHER (Give the same information for stepmother on a separate sheet)

FULL NAME  Randall  
(First) (Middle) (Last)

LIVING OR DECEASED Living DATE OF DECEASE NA CAUSE \_\_\_\_\_

PRESENT, OR LAST, ADDRESS  USA  
(St. and Number) (City) (State) (Country)

DATE OF BIRTH  PLACE OF BIRTH  \_\_\_\_\_  
(City) (State) (Country)

CITIZENSHIP USA WHEN ACQUIRED? Birth WHERE? \_\_\_\_\_  
(City) (State) (Country)

IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY NA

(4)

OCCUPATION Housewife LAST EMPLOYER NA  
 EMPLOYER'S OR OWN BUSINESS ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country)  
 MILITARY SERVICE FROM None TO \_\_\_\_\_ BRANCH OF SERVICE \_\_\_\_\_  
 COUNTRY \_\_\_\_\_ DETAILS OF OTHER GOVT. SERVICE, U. S. OR FOREIGN \_\_\_\_\_

**Sec. 7. BROTHERS AND SISTERS (including half-, step-, and adopted brothers and sisters):**

1. FULL NAME \_\_\_\_\_ Randall, Jr. AGE 58  
(First) (Middle) (Last)  
 PRESENT ADDRESS \_\_\_\_\_ USA USA  
(St. and Number) (City) (State) (Country) (Citizenship)  
 2. FULL NAME \_\_\_\_\_ Randall AGE 52  
(First) (Middle) (Last)  
 PRESENT ADDRESS \_\_\_\_\_ USA USA  
(St. and Number) (City) (State) (Country) (Citizenship)  
 3. FULL NAME \_\_\_\_\_ AGE \_\_\_\_\_  
(First) (Middle) (Last)  
 PRESENT ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country) (Citizenship)  
 4. FULL NAME \_\_\_\_\_ AGE \_\_\_\_\_  
(First) (Middle) (Last)  
 PRESENT ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country) (Citizenship)  
 5. FULL NAME \_\_\_\_\_ AGE \_\_\_\_\_  
(First) (Middle) (Last)  
 PRESENT ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country) (Citizenship)

**Sec. 8. FATHER-IN-LAW**

FULL NAME \_\_\_\_\_  
(First) (Middle) (Last)  
 LIVING OR DECEASED Living DATE OF DECEASE \_\_\_\_\_ NA CAUSE \_\_\_\_\_  
 PRESENT, OR LAST, ADDRESS \_\_\_\_\_ USA  
(St. and Number) (City) (State) (Country)  
 DATE OF BIRTH \_\_\_\_\_ PLACE OF BIRTH \_\_\_\_\_  
 IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY \_\_\_\_\_ NA  
 CITIZENSHIP USA WHEN ACQUIRED? Birth WHERE? \_\_\_\_\_  
(City) (State) (Country)  
 OCCUPATION Blacksmith LAST EMPLOYER Union Pacific Railroad



SEC. 9. MOTHER-IN-LAW

FULL NAME \_\_\_\_\_  
(First) (Middle) (Last)  
LIVING OR DECEASED Living DATE OF DECEASE \_\_\_\_\_ CAUSE \_\_\_\_\_  
PRESENT, OR LAST, ADDRESS \_\_\_\_\_ USA  
(St. and Number) (City) (State) (Country)  
DATE OF BIRTH \_\_\_\_\_ PLACE OF BIRTH \_\_\_\_\_  
IF BORN OUTSIDE U. S. INDICATE DATE AND PLACE OF ENTRY NA  
CITIZENSHIP USA WHEN ACQUIRED? Birth WHERE? \_\_\_\_\_  
(City) (State) (Country)  
OCCUPATION Housewife LAST EMPLOYER \_\_\_\_\_

SEC. 10. RELATIVES BY BLOOD, MARRIAGE OR ADOPTION, WHO EITHER LIVE ABROAD OR WHO ARE NOT CITIZENS OF THE UNITED STATES:

1. NAME None RELATIONSHIP \_\_\_\_\_ AGE \_\_\_\_\_  
CITIZENSHIP \_\_\_\_\_ ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country)  
2. NAME \_\_\_\_\_ RELATIONSHIP \_\_\_\_\_ AGE \_\_\_\_\_  
CITIZENSHIP \_\_\_\_\_ ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country)  
3. NAME \_\_\_\_\_ RELATIONSHIP \_\_\_\_\_ AGE \_\_\_\_\_  
CITIZENSHIP \_\_\_\_\_ ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country)

SEC. 11. RELATIVES BY BLOOD OR MARRIAGE IN THE MILITARY OR CIVIL SERVICE OF THE U. S. OR OF A FOREIGN GOVERNMENT:

1. NAME None RELATIONSHIP \_\_\_\_\_ AGE \_\_\_\_\_  
CITIZENSHIP \_\_\_\_\_ ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country)  
TYPE AND LOCATION OF SERVICE (IF KNOWN) \_\_\_\_\_  
2. NAME \_\_\_\_\_ RELATIONSHIP \_\_\_\_\_ AGE \_\_\_\_\_  
CITIZENSHIP \_\_\_\_\_ ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country)  
TYPE AND LOCATION OF SERVICE (IF KNOWN) \_\_\_\_\_  
3. NAME \_\_\_\_\_ RELATIONSHIP \_\_\_\_\_ AGE \_\_\_\_\_  
CITIZENSHIP \_\_\_\_\_ ADDRESS \_\_\_\_\_  
(St. and Number) (City) (State) (Country)  
TYPE AND LOCATION OF SERVICE (IF KNOWN) \_\_\_\_\_

## Sec. 12. POSITION DATA

A. KIND OF POSITION APPLIED FOR .....

B. WHAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT? \$ 5825 .....

(You Will Not Be Considered For Any Position With A Lower Entrance Salary.)

C. IF YOU ARE WILLING TO TRAVEL, SPECIFY: OCCASIONALLY  Yes .....FREQUENTLY  No ....., CONSTANTLY  No .....D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C.  Yes .....ANYWHERE IN THE UNITED STATES  No ....., OUTSIDE THE UNITED STATES  Yes .....

E. IF YOU WILL ACCEPT APPOINTMENT IN CERTAIN LOCATIONS ONLY, SPECIFY LOCATIONS:

Either in the greater Washington area, or in some foreign areas.

## Sec. 13. EDUCATION

ELEMENTARY SCHOOL Olferton Hill ADDRESS Omaha, Nebraska USA .....

(City) (State) (Country)

DATES ATTENDED 1930-1939 GRADUATE?  Yes .....HIGH SCHOOL Parson High ADDRESS Omaha, Nebraska USA .....

(City) (State) (Country)

DATES ATTENDED 1940-1944 GRADUATE?  Yes .....COLLEGE Washington University ADDRESS St. Louis, Missouri USA .....

(City) (State) (Country)

COLLEGE South Dakota State Coll. ADDRESS Brookings, South Dakota USA .....

(City) (State) (Country)

MAJOR AND SPECIALTY Pre-engineering YEARS COMPLETED One-half .....DATES ATTENDED Jan., 1944 - Dec., 1944 DEGREE B.S. .....COLLEGE University of Omaha ADDRESS Omaha, Nebraska USA .....

(City) (State) (Country)

MAJOR AND SPECIALTY Foreign Affairs YEARS COMPLETED Two and one-half .....DATES ATTENDED January 1947 - Aug. 1949 DEGREE AB .....COLLEGE George Washington U. ADDRESS Washington, D. C. USA .....

(City) (State) (Country)

MAJOR AND SPECIALTY Government YEARS COMPLETED One and one-half .....CHIEF UNDERGRADUATE COLLEGE SUBJECTS Government, History, Mathematics, .....Chemistry, Political Science, Economics .....CHIEF GRADUATE COLLEGE SUBJECTS International Politics, International .....Organization, Latin American Politics, International Law .....

SEC. 14. ACTIVE U. S. OR FOREIGN MILITARY SERVICE

USA (Country) Arty Air Forces (Service) PFC (Rank) 5/16/45-11/28/46 (Date of Service)  
 Pacific Air Service Command, Manila, P. I. 17149257 (Last Station) (Serial Number) Honorable (Type of Discharge)

REMARKS: \_\_\_\_\_

SELECTIVE SERVICE BOARD NUMBER 50 ADDRESS Omaha, Nebraska

IF DEFERRED GIVE REASON Veteran

INDICATE MEMBERSHIP IN MILITARY RESERVE ORGANIZATIONS None

Sec. 15. CHRONOLOGICAL HISTORY OF EMPLOYMENT FOR PAST 15 YEARS. ACCOUNT FOR ALL PERIODS. INCLUDE CASUAL EMPLOYMENT. INCLUDE ALSO PERIODS OF UNEMPLOYMENT. GIVE ADDRESSES AND STATE WHAT YOU DID DURING PERIODS OF UNEMPLOYMENT. LIST LAST POSITION FIRST. (List all civilian employment by a foreign government, regardless of dates.)

FROM Oct. 1950 TO Present CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) None

EMPLOYING FIRM OR AGENCY Student, George Washington University

ADDRESS Washington, D. C. USA  
(St. and Number) (City) (State) (Country)

KIND OF BUSINESS Student NAME OF SUPERVISOR NA

TITLE OF JOB NA SALARY \$ 105 PER Mo. subst.

YOUR DUTIES Graduate student

REASONS FOR LEAVING Desire position in my field of knowledge.

FROM Oct. 1948 TO Sept. 1950 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) None

EMPLOYING FIRM OR AGENCY G. A. Swanson & Sons

ADDRESS 1202 Douglas St., Omaha, Nebraska USA  
(St. and Number) (City) (State) (Country)

KIND OF BUSINESS Food Manufacture NAME OF SUPERVISOR Mr. Clarke Swanson

TITLE OF JOB Manufacturer's Rep. SALARY \$ 275 plus PER Mo. expenses

YOUR DUTIES I represent my firm to various wholesalers and retailers

handling Swanson merchandise, promoting and facilitating the distribution

of the firm's products, and aided in the enlargement and development

of the sales and distribution department of the firm.

REASONS FOR LEAVING Desired to obtain AM degree

(8)

FROM Jan. 1947 TO August 1948 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) None

EMPLOYING FIRM OR AGENCY Student, University of Omaha

ADDRESS Omaha, Nebraska, USA  
(St. and Number) (City) (State) (Country)

KIND OF BUSINESS Student NAME OF SUPERVISOR NA

TITLE OF JOB Student SALARY \$ 75 PER Mo. subseqt.

YOUR DUTIES NA

REASONS FOR LEAVING Graduated with BS degree

FROM March 1945 TO November 1946 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) None

EMPLOYING FIRM OR AGENCY Served in U. S. Army Air Forces

ADDRESS Washington, D. C., USA  
(St. and Number) (City) (State) (Country)

KIND OF BUSINESS NA NAME OF SUPERVISOR Capt. Harold Joyce

TITLE OF JOB Communications Chief SALARY \$ 63 PER Mo.

YOUR DUTIES I was responsible for all incoming and outgoing communications

in the Communications Section, Pacific Air Service Command, Manila, P.I.

I supervised three civilian clerks in the performance of my duties.

REASONS FOR LEAVING Discharged from service.

FROM Dec. 1944 TO March 1945 CLASSIFICATION GRADE (IF IN FEDERAL SERVICE) None

EMPLOYING FIRM OR AGENCY Student, South Dakota State College

ADDRESS Brookings, South Dakota, USA  
(St. and Number) (City) (State) (Country)

KIND OF BUSINESS Student NAME OF SUPERVISOR

TITLE OF JOB Student SALARY \$ None PER

YOUR DUTIES Attended the University under the ASTEP program.

REASONS FOR LEAVING Entered Air Forces

SEC. 16. HAVE YOU EVER BEEN DISCHARGED OR ASKED TO RESIGN FROM ANY POSITION? HAVE YOU LEFT A POSITION UNDER CIRCUMSTANCES WHICH YOU DESIRE TO EXPLAIN? GIVE DETAILS:

None

SEC. 17. GENERAL QUALIFICATIONS

A. FOREIGN LANGUAGES (STATE DEGREE OR PROFICIENCY AS "SLIGHT," "FAIR," OR "FLUENT")

LANGUAGE Spanish SPEAK Slight READ Fair WRITE Slight

LANGUAGE French SPEAK Slight READ Slight WRITE Slight

LANGUAGE SPEAK READ WRITE

B. LIST ALL SPORTS AND HOBBIES WHICH INTEREST YOU: INDICATE DEGREE OF PROFICIENCY IN EACH:

Music - collecting recordings

Golf - fair

Swimming - good

C. HAVE YOU ANY QUALIFICATIONS, AS A RESULT OF TRAINING OR EXPERIENCE, WHICH MIGHT FIT YOU FOR A PARTICULAR POSITION?

None that are not previously listed

D. LIST ANY SPECIAL SKILLS YOU POSSESS AND MACHINES AND EQUIPMENT YOU CAN USE, SUCH AS OPERATION OF SHORT-WAVE RADIO, MULTILITH, COMPTOMETER, KEY PUNCH, TURRET LATHE, SCIENTIFIC OR PROFESSIONAL DEVICES:

None

APPROXIMATE NUMBER OF WORDS PER MINUTE IN TYPING 35 SHORTHAND none

E. ARE YOU NOW OR HAVE YOU EVER BEEN A LICENSED OR CERTIFIED MEMBER OF ANY TRADE OR PROFESSION, SUCH AS PILOT, ELECTRICIAN, RADIO OPERATOR, TEACHER, LAWYER, CPA, ETC.

IF YES, INDICATE KIND OF LICENSE AND STATE No

FIRST LIC. OR CERTIFICATE (YR) \_\_\_\_\_ LATEST LIC. OR CERTIFICATE (YR) \_\_\_\_\_

F. GIVE ANY SPECIAL QUALIFICATIONS NOT COVERED ELSEWHERE IN YOUR APPLICATION SUCH AS:

- (1) YOUR MORE IMPORTANT PUBLICATIONS (DO NOT SUBMIT COPIES UNLESS REQUESTED)
- (2) YOUR PATENTS OR INVENTIONS
- (3) PUBLIC SPEAKING AND PUBLIC RELATIONS EXPERIENCE
- (4) HONORS AND FELLOWSHIPS RECEIVED

Honor Roll three times - University of Omaha

Rotary Selection - Boy Most Likely to Succeed

G. HAVE YOU A PHYSICAL HANDICAP, DISEASE, OR OTHER DISABILITY WHICH SHOULD BE CONSIDERED IN ASSIGNING YOU TO WORK? IF ANSWER IS "YES," EXPLAIN:

No

H. DO YOU RECEIVE AN ANNUITY FROM THE UNITED STATES OR DISTRICT OF COLUMBIA GOVERNMENT UNDER ANY RETIREMENT ACT OR ANY PENSION OR OTHER COMPENSATION FOR MILITARY OR NAVAL SERVICE? IF ANSWER IS "YES," GIVE COMPLETE DETAILS:

No

SEC. 18. GIVE FIVE CHARACTER REFERENCES—IN THE U. S.—WHO KNOW YOU INTIMATELY—(Give residence and business addresses where possible.)

	Street and Number	City	State
1.		Dept. of Interior,	Washington, D. C.
	BUS. ADD.	[Redacted]	
	RES. ADD.	[Redacted]	
2.		Unk.	
	BUS. ADD.	[Redacted]	
	RES. ADD.	[Redacted]	
3.		Unk.	
	BUS. ADD.	[Redacted]	
	RES. ADD.	[Redacted]	
4.			
	BUS. ADD.	[Redacted]	
	RES. ADD.	[Redacted]	
5.		Unk.	
	BUS. ADD.	[Redacted]	
	RES. ADD.	[Redacted]	

SEC. 19. NAMES OF FIVE PERSONS WHO KNOW YOU SOCIALLY IN THE UNITED STATES—NOT REFERENCES, RELATIVES, SUPERVISORS, OR EMPLOYERS—(Give residence and business addresses where possible.)

	Street and Number	City	State
1.		Unk.	
	BUS. ADD.	[Redacted]	
	RES. ADD.	[Redacted]	
2.		University of Mich.	Ann Arbor, Mich.
	BUS. ADD.	[Redacted]	
	RES. ADD.	[Redacted]	
3.		Iowa State College,	Ames, Iowa
	BUS. ADD.	[Redacted]	
	RES. ADD.	[Redacted]	
4.		Unk.	
	BUS. ADD.	[Redacted]	
	RES. ADD.	[Redacted]	
5.		Brandels, Inc.,	Omaha, Nebraska
	BUS. ADD.	[Redacted]	
	RES. ADD.	[Redacted]	

SEC. 20. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U. S.—(Give residence and business addresses where possible.)

	Street and Number	City	State
1.		Unk.	
	BUS. ADD.	[Redacted]	
	RES. ADD.	[Redacted]	
2.			
	BUS. ADD.	[Redacted]	
	RES. ADD.	[Redacted]	
3.			
	BUS. ADD.	[Redacted]	
	RES. ADD.	[Redacted]	

SEC. 21. FINANCIAL BACKGROUND

- A. ARE YOU ENTIRELY DEPENDENT ON YOUR SALARY? ...Yea..... IF NOT, STATE SOURCES OF OTHER INCOME .....None.....
- B. NAMES AND ADDRESSES OF BANKS WITH WHICH YOU HAVE ACCOUNTS.....

[Redacted]





4. \_\_\_\_\_  
(Name and Chapter) (St. and Number) (City) (State) (Country)

**DATES OF MEMBERSHIP:** \_\_\_\_\_

5. \_\_\_\_\_  
(Name and Chapter) (St. and Number) (City) (State) (Country)

**DATES OF MEMBERSHIP:** \_\_\_\_\_

6. \_\_\_\_\_  
(Name and Chapter) (St. and Number) (City) (State) (Country)

**DATES OF MEMBERSHIP:** \_\_\_\_\_

7. \_\_\_\_\_  
(Name and Chapter) (St. and Number) (City) (State) (Country)

**DATES OF MEMBERSHIP:** \_\_\_\_\_



(14)

F. IF, TO YOUR KNOWLEDGE, ANY OF THE ABOVE HAS CONDUCTED AN INVESTIGATION OF YOU, INDICATE BELOW THE NAME OF THAT AGENCY AND THE APPROXIMATE DATE OF THE INVESTIGATION:

None

**SEC. 26. PERSON TO BE NOTIFIED IN CASE OF EMERGENCY:**

NAME Mrs. [ ] Randall RELATIONSHIP Wife  
ADDRESS [ ] Md. USA  
(St. and Number) (City) (State) (Country)

**SEC. 27. YOU ARE INFORMED THAT THE CORRECTNESS OF ALL STATEMENTS MADE HEREIN WILL BE INVESTIGATED.**

ARE THERE ANY UNFAVORABLE INCIDENTS IN YOUR LIFE NOT MENTIONED ABOVE WHICH MAY BE DISCOVERED IN SUBSEQUENT INVESTIGATION, WHETHER YOU WERE DIRECTLY INVOLVED OR NOT, WHICH MIGHT REQUIRE EXPLANATION? IF SO, DESCRIBE. IF NOT, ANSWER "NO."

No

**SEC. 28. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.**

SIGNED AT [ ] Maryland DATE May 4, 1951

[ ] Randall  
(Name)

[Signature]  
(Signature of Applicant)

USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.